

DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

MAR 28 2018

From: Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

To: Commander, Navy Personnel Command (PERS-43)

SUBJECT: WAIVER OF AVIATION INCENTIVE PAY MONTHS OF OPERATIONAL FLYING REQUIREMENT

Ref:

(a) 37 U.S.C.

- (b) DOD 7000.14-R, Financial Management Regulation, Volume 7A
- (c) SECNAVINST 7220 (series)

1. Per references (a) through (c), I approve Lieutenant Commander (b) (6) EDIPI: (b) (6) 1310 USN, request of July 17, 2017, for an Operational Flight Gate One (12-year) Aviation Incentive Pay Months of Operational Flying waiver.

2. Point of contact is Commander (b) (6) Office of the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), at commercial (b) (6)

Juliet M. Beyler

Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

Copy to: Member File

1 Date: 26 Mar 2018

2 Operations Code

G - INFORMATION

H - RETURN TO:

A - APPROPRIATE ACTION I - INITIAL

B - GUIDANCE J - DISPOSITION C - SIGNATURE

K - DECISION

D - COMMENT L - RETENTION E - RECOMMENDATION O - OTHER

:4:



3 Aviation Incentive Pay (AvIP) Flight Gate One (12year) Waiver ICO Lieutenant Commander (b) (6) (b) (6), USN

4 DCN: 2017-PERS43FRONTOFFICE-000000029

F - CONCURRENCE 5 FILE PATH: S:\PTGN_M&RA\DASN(MMP)\MILITARY PERSONNEL AND ANALYSIS\ACIP WAIVERS\ACIP LCDR (b) (6) 9 DATE 10 INITIALS 11 NATURE OF DUE DATE 7 OPR ORIGINATORS INITIALS 8 ADDRESSEES IN CONCUR OUT REQUIRED CONCUR ASSISTANT SECNAV(M&RA) ASN(M&RA) ROUTINE: 30 March 2018 PRINCIPAL DEPUTY EXECUTIVE ASSISTANT URGENT EA MILITARY ASSISTANT MA ADMIN OFFICER AO DIRECTOR D&I DIR-D&I SENIOR ADVISOR MIL LAW SAML 12 REMARKS PURPOSE: DASN (MM&P) sign TAB A DEPUTY ASN (MM&P) DASN (MM&P) AvIP months of flying waiver request. DIRECTOR (SAHA) DIR - SAHA DIRECTOR (MC&FP) DIR - MC&FP DIRECTOR (R&T) DIR - R&T **BACKGROUND:** See Action Memo. DIRECTOR (SAO/DDR) DIR -SAO DIRECTOR (WWP) DIR -WWP **DISCUSSION:** See Action Memo. DEPUTY ASN (CHR) DASN (CHR) STAFF DIR (CHR) SD (CHR) **RECOMMENDATION**: Sign TAB A. ADMIN ASSISTANT (CHR) AA (CHR) OCHR **COORDINATION:** TAB E DEPUTY ASN (RA/TFI) DASN (RA/TFI) STAFF DIR (TFD) SD (TFI) ADMIN ASSISTANT (RA/TFI) AA (RA/TFI) ASST GEN COUNSEL STAFF DIR (AGC) SD(AGC) DIR, BD CORR NAV REC DIR-BCNR DIR, SECNAVCORB DIR-CORB OTHER ASN(RD&A) ASN(EI&E) ASN(FM&C) GENERAL COUNSEL CMC ACMC CNO VCNO DC M&RA COMMANDER, MARFORRES CHIEF OF NAVAL PERSSONNEL CHIEF OF NAVY RESERVE DIR MARINE CORPS STAFF DIR NAVY STAFF SURGEON GENERAL OF THE NAVY 13 ACTION OFFICER: (Name, Grade, Office Code, Telephor OT.A ODASN(MM&P), (b) (6)CDR(b) (6)

From: LCDR(b) (6) USN, 1310

To: Secretary of the Navy

Via: (1) Commanding Officer, (b) (6)

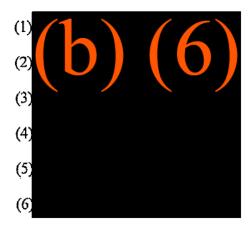
(2) Commander, Navy Personnel Command (PERS-435)

Subj: WAIVER REQUEST OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF FLYING (MOF) REQUIREMENT

Ref: (a) SECNAVINST 7220.87 (Series)

(b) OPNAVINST 7220.18 (Series)

- 1. Per references (a) and (b), I respectfully request a waiver of the MOF requirement for the 12 year flight gate. The following career date is provided:
 - a. Aviation Commissioning Date (ACD): (b) (6)
 - b. Aviation Service Entry Date (ASED): (b) (6)
 - c. Total MOF performed at 12 year gate: 80
 Total MOF performed to date: 77
 - d. Summary of tours under DIFOPS orders:



e. Summary of tours under DIFDEN orders:



Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF FLYING (MOF) REQUIREMENT

(4) (b) (6)

- 2. I understand that a waiver, if granted:
 - a. Will preserve my entitlement to continuous ACIP until I reach my next flight gate.
 - b. Does not add any MOF to my record.
 - c. Does not relieve me from meeting the total MOF requirement of my next flight gate.
- 3. My commercial number is (b) (6) My email is: (b)





DEPARTMENT OF THE NAVY

HELICOPTER MARITIME STRIKE SQUADRON THREE FIVE FPO AP 96601-1530

> 7220 Ser 00/291 28 Jul 17

FIRST ENDORSEMENT on LCDR (b) (6)

USN, 1310 ltr of 17 Jul 17

From: Commanding Officer, Helicopter Maritime Strike Squadron THREE FIVE

To: Secretary of the Navy

Via: Commander, Navy Personnel Command (PERS 435)

Subj: WAIVER REQUEST OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS

OF FLYING (MOF) REQUIREMENT

1. Forwarded, recommending (b) (5)

(b) (6)

Copy to: LCDR (b) (6)



DEPARTMENT OF THE NAVY CHIEF OF NAVAL PERSONNEL 701 SOUTH COURTHOUSE ROAD ARLINGTON VA 22204-2472

ACTION MEMO

FOR: ASSISTANT SECRETARY OF THE NAVY, MANPOWER AND RESERVE AFFAIRS (M&RA) FROM: VADM R. P. Burke, Chief of Naval Personnel SUBJECT: Waiver of Aviation Career Incentive Pay Months of Flying Requirement for LCDR(b) (6) USN, 1310 • Mr. Secretary, recommend you review and forward TABs A and B to the Secretary of the Navy (SECNAV) for signature (b) (5) In Operational Flight Gate One (12-year) Aviation Career Incentive Pay (ACIP) Months of Flying (MOF) gate waiver for LCDR(b) (6) USN. The waiver provides an incentive for aviators to fill validated critical non-flying billets each year. TAB B is LCDR(b) (6) request for an ACIP MOF gate waiver. A thorough review of record reflects the prescribed Naval Aviation career path as well as filling critical needs of the Navy. (b) (6) is a FY-17 Aviation Department Head Screen Board select and is currently assigned to (b) (6) (b) (6) In addition, LCDR (b) (6) completed a (b) (6) all of which meet the waiver eligibility requirements outlined in OPNAVINST 7220.18. A waiver of this flight gate will permit (b) (6) to receive continuous ACIP through (b) (6) 18th year of aviation service and allow 6 6 to continue to receive future Aviation Career Continuation Pay payments. RECOMMENDATION: COORDINATION: TAB C Attachments: As stated

Prepared By: LCDR (b) (6) PERS-435, (b) (6)



FOR: CHIEF OF NAVAL PERSONNEL

FROM: RADM R. A. Brown, Commander, Navy Personnel Command

SUBJECT: Waiver of Aviation Career Incentive Pay Months of Flying Requirement for LCDR(b) (6) USN, 1310

- CNP, request review of Action Memo (TAB A) and Aviation Career Incentive Pay (ACIP) gate waiver letter (TAB B), and forward via ASN (M&RA) to the Secretary of the Navy recommending (b) (5)
- Months of Flying (MOF) requirement for LCDR (b) (6) has been recommended for (b) (5) A thorough review of record reflects the prescribed Naval Aviation career path as well as filling critical needs of the Navy. (b) (6) and is currently assigned to duty that involves flying. In addition, LCDR (b) (6) completed a (b) (6) all of which meet the waiver eligibility requirements outlined in OPNAVINST 7220.18. A waiver of this flight gate will permit (b) (6) or receive continuous ACIP through 18 years of aviation service and allow (b) (6) to continue to receive future Aviation Career Continuation Pay payments as a due course aviator.
- All applications for flight gate waivers are screened by Director, Aviation Officer Distribution Division (PERS-43) prior to submission to SECNAV. Only credible cases of officers missing gates due to assignment to aforementioned critical nonflying billets are forwarded.

RECOMMENDATION: (b)(5)

COORDINATION: TAB D

ATTACHMENTS:

As stated

Prepared By: LCDR(b) (6) PERS-435,(b) (6)

TO THE STATE OF TH

DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

ACTION MEMO

FOR: DEPUTY ASSISTANT SECRETARY OF THE NAVY (MILITARY MANPOWER AND PERSONNEL)

FROM: (b) (6) , Director, Military Personnel and Analyses

SUBJECT: Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Lieutenant Commander (b) (6) USN 1310

- Recommend you sign TAB A (b) (5) Lieutenant Commander (LCDR) (b) (6) request for waiver of Operational Flight Gate One (12-year) flying requirements (TAB B). (b) (5)
- Authority to sign Aviation Continuation Incentive Pay (ACIP) waivers was assigned to the Secretary of the Navy (SECNAV) via SECNAVINST 7220.87A "Aviation Career and Incentive Pay and Flight Gate Waiver Process," which was cancelled and replaced with SECNAVINST 7220.88 "Aviation Incentive Pays and Bonus Programs" dated 6 Feb 2018. Per SECNAVINST 7220.88, DASN (MM&P) has authority to approve or disapprove AvIP waivers. (Note: ACIP changed names to AvIP with this new instruction).
- AvIP is a statutory monthly entitlement for those officers who meet certain operational flying duty requirements (TAB C).
 - Qualification for AvIP payment is determined by attaining minimum months of flying (MOF) requirements on specified flying service anniversaries (gates), typically at 12 and 18 years of service.
 - The AvIP waiver process exists so that aviation officers are not penalized for failing to meet flight gates due to fulfillment of Service critical non-flying billets which preclude attainment of the minimum MOF.
- SECNAVINST 7220.88 (TAB D) authorizes the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), for the needs of the Service, to waive AvIP flight gate requirements for aviators who are unable to meet flying gates due to reasons beyond their control.
- LCDR (b) (6) is (b) (5) of the waiver.
 - O LCDR (b) (6) has served in four tours not involving flying: (b) (6)

 These four tours contributed to a reduction of almost 64 MOF prior to (b) (6) operational flying gate failure.
 - o While LCDR (b) (6) failed to meet vear of service (August 12, 2017). 6 is currently in a flying billet at (b) (6)

(b) (6) and is an (b) (6)

- O AvIP gate waiver requests must be submitted within a 3-year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate.
- o The Chief of Naval Personnel recommends (b) (5) (TAB E).

RECOMMENDATION: Sign TAB A.

COORDINATION: TAB E

ATTACHMENTS:

As stated

COORDINATION PAGE

Point of Contact	<u>Phone</u>	<u>Date</u>
LCDR (b) (6)	(b)(6)	21 Aug 2017_
CAPT (b) (6)	(0) (0)	22 Aug 2017
RDML J. F. Meier		8/21/2012
CAPT (b) (6)		(b) (6) _{3/3/}
RADM R. A. Brown		1/11/17
	LCDR (b) (6) CAPT (b) (6) RDML J. F. Meier CAPT (b) (6)	LCDR (b) (6) CAPT (b) (6) RDML J. F. Meier CAPT (b) (6)



DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

MAR 2 3 2018

From: Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

To: Commander, Navy Personnel Command (PERS-43)

SUBJECT: WAIVER OF AVIATION INCENTIVE PAY MONTHS OF OPERATIONAL FLYING REQUIREMENT

Ref:

(a) 37 U.S.C.

(b) DOD 7000.14-R, Financial Management Regulation, Volume 7A

(c) SECNAVINST 7220 (series)

1. Per references (a) through (c), I approve Lieutenant Commander (b) (6) EDIPI: (b) (6) 1310 USN, request of May 9, 2017, for an Operational Flight Gate One (12-year) Aviation Incentive Pay Months of Operational Flying waiver.

2. Point of contact is Commander (b) (6) Office of the Assistant Secretary of the Navy (Manpower and Reserve Affairs), at commercial (b) (6)

Juliet M. Beyler

Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

Copy to: Member

File

1 Date: 20 Mar 2018

2 Operations Code

G - INFORMATION

H - RETURN TO:

I - INITIAL

K - DECISION

A - APPROPRIATE ACTION B - GUIDANCE J - DISPOSITION

D - COMMENT L - RETENTION

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C - SIGNATURE

:4:



³ Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Lieutenant Commander (b) (6) (b) (6) USN

4 DCN: 2017-PERS43FRONTOFFICE-000000008

5 FILE PATH: S \PTGN_M&RA\DASN(MMP)\MILITARY PERSONNEL AND ANALYSIS\ACIP WAIVERS\ACIP LCDR(b) (6)

6	7 OPR		9 I	DATE	10 INITIALS		11 NATURE OF	DUE DATE		
RTG	CODE	8 ADDRESSEES	IN	OUT	CONCUR	NON- CONCUR	ACTION REQUIRED	ORIGINATORS INITIALS	(If any)	
		ASSISTANT SECNAV(M&RA) ASN(M&RA)					ROUTINE:	(b) (6)	26 March 2018	
		PRINCIPAL DEPUTY PD								
		EXECUTIVE ASSISTANT EA					URGENT:			
		MILITARY ASSISTANT MA								
		ADMIN OFFICER AO								
		DIRECTOR D&I DIR-D&I								
		SENIOR ADVISOR MIL LAW SAML								
	_						12 REMARKS			
3	C	DEPUTY ASN (MM&P) OTHER PUR OF A DATE POR						: DASN (MM&P) s		
1	F F	STAFF DIR (MM&P) SD (MM&P) DIRECTOR (MPA) DIR - MPA						VIP months of flyin	ig warver	
		DIRECTOR (SAHA) DIR - SAHA					request.			
		DIRECTOR (MC&FP) DIR - MC&FP]			
		DIRECTOR (R&T) DIR - R&T DIRECTOR (SAO/DDR) DIR -SAO					BACKGRO	DUND: Authority t	o sign ACIP	
		DIRECTOR (SAO/DDR) DIR -SAO DIRECTOR (WWP) DIR -WWP					waivers was	assigned to the Sec	cretary of the	
							Navy (SEC)	NAV) via SECNAV	/INST	
		DEPUTY ASN (CHR) DASN (CHR)						Aviation Career and		
		STAFF DIR (CHR) SD (CHR)						ate Waiver Proces		
		ADMIN ASSISTANT (CHR) AA (CHR)						nd replaced with SE		
		OCHR						viation Incentive Pa		
								lated 6 Feb 2018. F		
		DEPUTY ASN (RA/TFI) DASN (RA/TFI)					_	NST 7220.88, DASI		
		STAFF DIR (TFI) SD (TFI)						approve or disappro	`	
		ADMIN ASSISTANT (RA/TFI) AA (RA/TFI)						ote: ACIP changed		
		ASST GEN COUNSEL AGC					AvIP.)			
2	F	STAFF DIR (AGC) SD(AGC)					1	(1.)	(5) (6)	
	_						DISCUSSI	<u>on:</u>	submitted	
		DIR, BD CORR NAV REC DIR-BCNR					ACIP Waive	er request on time a	nd was	
		DIR, SECNAVCORB DIR-CORB					endorsed by	ASN(M&RA) on 2	21 Sep 2017.	
OTHER	Ŀ					•	The package	e was enroute to SE	CNAV just	
		ASN(RD&A)					prior to the	authority being reso	einded on 1 Oct	
		ASN(EI&E)						DI 7730.67 "Aviati		
		ASN(FM&C)						nus Programs." Si		
		GENERAL COUNSEL						iver requests have l		
		CMC					abeyance un	itil the release of SE	ECNAVISNT	
		ACMC					7220.88.			
		CNO					1			
		VCNO						nission is in accorda		
		DC M&RA						SECNAVINST 72		
		COMMANDER, MARFORRES						CIP was stopped on	/ Jul 2017.	
		CHIEF OF NAVAL PERSSONNEL					remains eligible for AvIP.			
		CHIEF OF NAVY RESERVE								
		DIR MARINE CORPS STAFF					RECOMMENDATION: Sign TAB A		1 TAB A	
		DIR NAVY STAFF				•	COORDIN	ATION: TAB C		
		SURGEON GENERAL OF THE NAVY								
		OLA					13 ACTION OFFICE CDR (b) (6)	ER: (Name, Grade, Office Code, Teleph, ODASN(MM&P),		

COORDINATION PAGE

Office/Dept	Point of Contact	Phone	Date
PERS-435	LCDR(b)(6)	(b)(6)	5 June 2017
PERS-43	CAPT(b) (6)		9 June 2017
PERS-4	RDML J. F. Meier	(b) $(6)_{4/24}$
PERS-00J	CAPT(b) (6)		
PERS-00	RADM R. A. Brown		/

COORDINATION PAGE

Office/Dept	Point of Contact	Phone	<u>Date</u>
PERS-435	LCDR(b) (6)	(b) (6)	554×17
PERS-43	capt(b) (6)	(0) (0)	9J-17 (D) (3)
PERS-4	RDML J. F. Meier		
PERS-00J	capt(b) (6)		
PERS-00	RDML R. A Brown		

From: LCDR (b) (6) USN, 1310

To: Secretary of the Navy

Via: Navy Personnel Command (PERS-435)

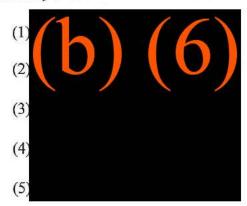
Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF FLYING (MOF) REQUIREMENT

Ref: (a) SECNAVINST 7220.87

(b) OPNAVINST 7220.18

1. Per reference (a) and (b), I respectfully request a waiver of the months of flying requirement for the 12 year flight gate. The following career data is provided:

- a. Aviation Commissioning Date (ACD): (b) (6)
- b. Aviation Service Entry Date (ASED): (b) (6)
- c. Total MOF performed: 94 months
- d. Summary of tours under DIFOPS orders:



e. Summary of tours under DIFDEN orders:



- 2. I understand that a waiver, if granted:
 - a. will preserve my entitlement to continuous ACIP until I reach my next flight gate;

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF FLYING (MOF) REQUIREMENT

b. does not add any MOF to my record; and

c. does not relieve me from meeting the total MOF requirement for my next flight gate.

3. My commercial number is (b) (6) My e-mail contact information is



DEPARTMENT OF THE NAVY U.S. FLEET FORCES COMMAND 1562 MITSCHER AVENUE SUITE 250 NORFOLK VA 23551-2487

7220 Ser N01/059 31 May 17

FIRST ENDORSEMENT on LCDR(b) (6) USN 1310, ltr of 9 May 17

From: Commander, U.S. Fleet Forces Command

To: Secretary of the Navy

Via: Navy Personnel Command (PERS-435)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY

MONTHS OF FLYING REQUIREMENT

1. Forwarded (b) (5) LCDR(b) (6) request for waiver of the Aviation Career Incentive Pay (ACIP) Months of Flying (MOF) requirement.

2. Throughout areer, LCDR(b) (6) has continually been assigned to billets that are in line with career progression milestones.

(b)(6)

- 3. LCDR (b) (6) has completed 94 of the required 96 MOF requirement for 2-year ACIP flight gate. The lengths of disassociated sea tour and follow on shore tour combined with multiple reviews before selection for LCDR and Aviation Department Head prevented ability to complete the final MOF for meeting 2-year flight gate.
- 4. A sustained superior performer, LCDR(b) (6) has demonstrated the highest levels of professionalism during current assignment(b) (6) is a top tier officer that we need to retain in the Navy (b) (6) recent selection by the (b) (6) will allow (b) (6) continue on (a) (6) (6) aviation career path. Therefore (b) (6) request for waiver of the MOF requirement to mee (b) (6) ACIP 12-year gate is (b) (5)

R. P. BRECKENRIDGE Deputy Commander



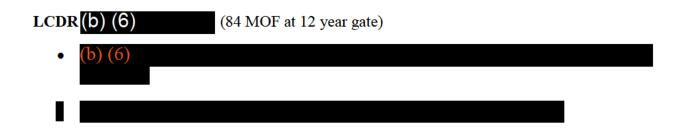
Date: 9 June 2017

SUBJ: LCDR (b) (6) 12-Year Aviation Career Incentive Pay (ACIP) Gate Waiver Request

- 1310
- (b) (6)
- (b) (6)
- Aviation Service Entry Date (ASED): (b) (6)
- Current MOF: 94
- 12 Years of Aviation Service (YAS) Gate: 03 June 2017
- Projected to have 94 MOF at 12 YAS (96 MOF required)
- DIFDEN tours meet the requirements set forth in OPNAVINST 7220.18 for waiver eligibility to receive continuous ACIP through 18 YAS.
 - o (b) (6)

Recommendation: Forward to CNPC (b) (5)

Waiver of Career Incentive Pay (ACIP) Months of Flying (MOF) Requirements DIFDEN Tours Explained





Date: 21 August 2017

SUBJ: LCDR (b) (6) 12-Year Aviation Career Incentive Pay (ACIP) Gate Waiver Request

- 1317
- (b) (6)
- Likelihood of returning to flying: flying now
- Aviation Service Entry Date (ASED): (b) (6)
- 12 Years of Aviation Service (YAS) Gate: (b) (6)
- MOF @ 12 YAS: 84 (96 required)
- DIFDEN tours meet the requirements set forth in OPNAVINST 7220.18 for waiver eligibility to receive continuous ACIP through 18 YAS.
 - o (b) (6)

From:

(b) (5) USNR, 1317

To:

Secretary of the Navy

Via:

Navy Personnel Command (PERS-435)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP)

MONTHS OF FLYING (MOF) REQUIREMENT

Ref:

(a) SECNAVINST 7220.87

(b) OPNAVINST 7220.18

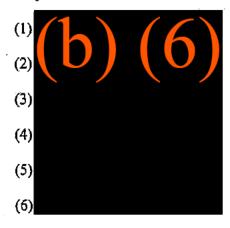
1. Per references (a) and (b), I respectfully request a waiver of the months of flying requirement for the 12 year flight gate. The following career data is provided:

a. Aviation Commissioning Date (ACD): (b)

b. Aviation Service Entry Date (ASED): (b)

c. Total MOF performed: 12 YEAR GATE

d. Summary of tours under DIFOPS orders:



e. Summary of tours under DIFDEN orders:



- 2. I understand that a waiver, if granted:
 - a. will preserve my entitlement to continuous ACIP until I reach my next flight gate;
 - b. does not add any MOF to my record; and
 - c, does not relieve me from meeting the total MOF requirement of my next flight gate.





DEPARTMENT OF THE NAVY

FLEET LOGISTICS SUPPORT SQUADRON 54 NAVAL AIR STATION 400 RUSSELL AVE NEW ORLEANS, LA 70143-5012

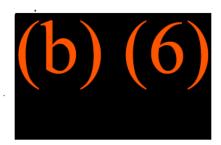
> in REPLY REFER TO: 7220 Ser N00/134 31 Jul 17

FIRST ENDORSEMENT on LCDR (b) (6)

ltr of 31 Jul 17

From: Commanding Officer, Fleet Logistics Support Squadron 54
To: Commander, Navy Personnel Command (PERS-435)

1. Forwarded for consideration.



DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

ACTION MEMO

FOR: DEPUTY ASSISTANT SECRETARY OF THE NAVY (MILITARY MANPOWER AND PERSONNEL)

FROM: (b) (6) , Director, Military Personnel and Analyses

SUBJECT: Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Lieutenant Commander (b) (6) USNR, 1317

- Recommend you sign TAB A (b) (5) Lieutenant Commander (LCDR) (b) (6)
 (b) (6) request for waiver of Operational Flight Gate One (12-year) flying requirements (TAB B).
- Authority to sign Aviation Continuation Incentive Pay (ACIP) waivers was assigned to the Secretary of the Navy (SECNAV) via SECNAVINST 7220.87A "Aviation Career and Incentive Pay and Flight Gate Waiver Process," which was cancelled and replaced with SECNAVINST 7220.88 "Aviation Incentive Pays and Bonus Programs" dated 6 Feb 2018. Per SECNAVINST 7220.88, DASN (MM&P) has authority to approve or disapprove AvIP waivers. (Note: ACIP changed names to AvIP with this new instruction).
- AvIP is a statutory monthly entitlement for those officers who meet certain operational flying duty requirements (TAB C).
 - Qualification for AvIP payment determined by attaining minimum months of flying (MOF) requirements on specified flying service anniversaries (gates), typically at 12 and 18 years of service.
 - The AvIP waiver process exists so that aviation officers are not penalized for failing to meet flight gates due to fulfillment of Service critical non-flying billets which preclude attainment of the minimum MOF.
- SECNAVINST 7220.88 (TAB D) authorizes the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), for the needs of the Service, to waive AvIP flight gate requirements for aviators who are unable to meet flying gates due to reasons beyond their control.
- LCDR (b) (6) is (b) (5)
 - o LCDR (b) (6) has served in two tours not involving flying: one as a (b) (6), and the other with (b) (6). These two tours contributed to a reduction of almost 61 MOF prior to operational flying gate failure.
 - o While LCDR (b) (6) failed to meet very large of service (b) (6) while LCDR (b) (6) while LCDR (b) (6) while LCDR (b) (6) have a service (c) (d) (e) while LCDR (b) (find the local part of service (find the local part of s

- O AvIP gate waiver requests must be submitted within a 3-year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate. Submission is within the window.
- o The Chief of Naval Personnel recommends (b) (6) (TAB E).

RECOMMENDATION: Sign TAB A.

COORDINATION: TAB E

ATTACHMENTS:

As stated

Prepared by: CDR (b) (6), Office of DASN (MM&P), (b) (6)



DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

MAR 2 8 2018

From: Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

To: Commander, Navy Personnel Command (PERS-43)

SUBJECT: WAIVER OF AVIATION INCENTIVE PAY MONTHS OF OPERATIONAL FLYING REQUIREMENT

Ref: (a) 37 U.S.C.

- (b) DOD 7000.14-R, Financial Management Regulation, Volume 7A
- (c) SECNAVINST 7220 (series)
- 1. Per references (a) through (c), I approve Lieutenant Commander (b) (6)
 EDIPI: (b) (6)
 USNR, request of July 31, 2017, for an Operational Flight Gate One (12-year) Aviation Incentive Pay Months of Operational Flying waiver.

2. Point of contact is Commander (b) (6) Office of the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), at commercial (b) (6)

Juliet M. Beyler

Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

Copy to: Member File

1 Date: 26 Mar 2018

2 Operations Code

G - INFORMATION

H - RETURN TO:

I - INITIAL

A - APPROPRIATE ACTION B - GUIDANCE J - DISPOSITION

C - SIGNATURE K - DECISION

L - RETENTION D - COMMENT E - RECOMMENDATION O - OTHER

F - CONCURRENCE

:4:



Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Lieutenant Commander (b) (6) (b) (6), USNR

4 DCN: 2017-PERS43FRONTOFFICE-000000030

5 FILE PATH: S:\PTGN M&RA\DASN(MMP)\MILITARY PERSONNEL AND ANALYSIS\ACIP WAIVERS\AvIP Waiver \(\overline{L}CDR(\overline{b}) \) (6)

		ı		ATT		vIP Waiver LCD			
6 RTG	7 OPR CODE	8 ADDRESSEES	IN	OUT	CONCUR	NON- CONCUR	11 NATURE OF ACTION REQUIRED	ORIGINATORS INITIALS	DUE DATE (If any)
		ASSISTANT SECNAV(M&RA) ASN(M&RA)					ROUTINE:	(6) (6)	30 March 2018
		PRINCIPAL DEPUTY PD						 	
		EXECUTIVE ASSISTANT EA					URGENT:		
		MILITARY ASSISTANT MA							
		ADMIN OFFICER AO					1		
		DIRECTOR D&I DIR-D&I					1		
		SENIOR ADVISOR MIL LAW SAML					12 REMARKS		
4	C	DEPUTY ASN (MM&P) DASN (MM&P)						: DASN (MM&P)	sign TAB A
3	F	STAFF DIR (MM&P) SD (MM&P)						AvIP months of fly	
1	F	DIRECTOR (MPA) DIR - MPA						TVII Months of Hy	mg warver
		DIRECTOR (SAHA) DIR - SAHA DIRECTOR (MC&FP) DIR - MC&FP	<u> </u>				request.		
		DIRECTOR (R&T) DIR - R&T					DACKOD	OUND. Cas Astis	1 (
		DIRECTOR (SAO/DDR) DIR -SAO					BACKGK	OUND: See Actio	n Memo.
		DIRECTOR (WWP) DIR -WWP							-
		DEPUTY ASN (CHR) DASN (CHR)					DISCUSSI	ON: See Action N	Aemo.
		STAFF DIR (CHR) SD (CHR)					1		
		ADMIN ASSISTANT (CHR) AA (CHR)					RECOMN	IENDATION: Sig	gn TAB A.
		OCHR							
							COORDIN	NATION: TAB E	
		DEPUTY ASN (RA/TFI) DASN (RA/TFI)					1		
		STAFF DIR (TFI) SD (TFI)]		
		ADMIN ASSISTANT (RA/TFI) AA (RA/TFI)]		
		ACCT CENT COLDINE					4		
		ASST GEN COUNSEL AGC					-		
2	F	STAFF DIR (AGC) SD(AGC)							
		DIR, BD CORR NAV REC DIR-BCNR					1		
		DIR, SECNAVCORB DIR-CORB					1		
THER:						<u> </u>	1		
		ASN(RD&A)					1		
		ASN(EI&E)					1		
		ASN(FM&C)					1		
		GENERAL COUNSEL					1		
		CMC			 		1		
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		CHIEF OF NAVAL PERSSONNEL					<u> </u>		
		CHIEF OF NAVY RESERVE]		
		DIR MARINE CORPS STAFF					1		
		DIR NAVY STAFF			1 1		1		
		SURGEON GENERAL OF THE NAVY							
		OLA					13 ACTION OFFIC	ER: (Name, Grade, Office Code, Telepho	
							CDR(b)(6)	, ODASN(MM&P) (b)	6)

From: (b) (6) USNR, 1317

To: Secretary of the Navy

Via: Navy Personnel Command (PERS-435)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP)

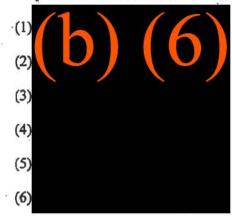
MONTHS OF FLYING (MOF) REQUIREMENT

Ref: (a) SECNAVINST 7220.87

(b) OPNAVINST 7220.18

1. Per references (a) and (b), I respectfully request a waiver of the months of flying requirement for the 12 year flight gate. The following career data is provided:

- a. Aviation Commissioning Date (ACD):(b) (6)
 - b. Aviation Service Entry Date (ASED) (b) (6)
 - c. Total MOF performed: 84 MOF
 - d. Summary of tours under DIFOPS orders:



e. Summary of tours under DIFDEN orders:



- 2. I understand that a waiver, if granted:
 - a. will preserve my entitlement to continuous ACIP until I reach my next flight gate;
 - b. does not add any MOF to my record; and
 - c. does not relieve me from meeting the total MOF requirement of my next flight gate.

My e-mail contact information is





FLEET LOGISTICS SUPPORT SQUADRON 54
NAVAL AIR STATION
400 RUSSELL AVE
NEW ORLEANS, LA 70143-5012

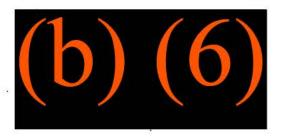
IN REPLY REFER TO: 7220 Ser N00/134 31 Jul 17

FIRST ENDORSEMENT on LCDR(b)

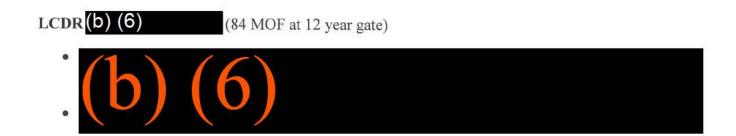
Itr of 31 Jul 17

From: Commanding Officer, Fleet Logistics Support Squadron 54 Commander, Navy Personnel Command (PERS-435)

1. Forwarded for consideration.



Waiver of Career Incentive Pay (ACIP) Months of Flying (MOF) Requirements DIFDEN Tours Explained





DEPARTMENT OF THE NAVY CHIEF OF NAVAL PERSONNEL 01 SOUTH COURTHOUSE ROAD RLINGTON, VA 22204-2472

ACTION MEMO

FOR: SECRETARY OF THE NAVY

FROM: VADM R. P. Burke, Chief of Naval Personnel

SUBJECT: Waiver of Aviation Career Incentive Pay Months of Flying Requirement for LCDR(b) (6) USNR, 1317

- Mr. Secretary, recommend you review and (b) (5) TABs A through C(b) (5) Operational Flight Gate One (12-year) Aviation Career Incentive Pay (ACIP) Months of Flying (MOF) gate waiver for LCDR(b) (6) USNR. The waiver provides an incentive for aviators to fill validated critical non-flying billets each year.
- TAB B is LCDR (b) (6) request for an ACIP MOF gate waiver. A thorough review of cecord reflects the prescribed Naval Aviation career path as well as filling critical needs of the Navy and is currently assigned to duty that involves flying. In addition, LCDR (b) (6) completed a (b) (6) tour, which meets the waiver eligibility requirements outlined in OPNAVINST 7220.18. A waiver of this flight gate will permit to receive continuous ACIP through 18 years of aviation service and allow o continue to receive future Aviation Career Continuation Pay payments as a due course aviator.

RECOMMENDATION: Review and (b) (6) TABs A through C.

COORDINATION: TAB C

Attachments:

As stated

Prepared By: LCDR(b) (6) PERS-435



THE SECRETARY OF THE NAVY WASHINGTON DC 20350-1000

27 Sep 17

From: Secretary of the Navy

To: Deputy Commandant for Manpower and Reserve Affairs

Subj: WAIVER OF AVIATION CAREER INCENTIVE PAY MONTHS OF

OPERATIONAL FLYING REQUIREMENT

Ref:

(a) 37 U.S.C. §301a

(b) SECNAVINST 7220.87A

1. In accordance with references (a) and (b), I approve Major (b)(6) EDIPI: (b)(6) USMC, request of July 17, 2017, for an Operational Flight Gate One (12-year) Aviation Career Incentive Pay Months of Operational Flying waiver.

2. Point of contact is Major (b) (6) Office of the Assistant Secretary of the Navy (Manpower and Reserve Affairs), at commercial (b) (6)

Richard V. Spencer

Copy to: Member File



THE ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON

WASHINGTON, D.C. 20350-1000

ACTION MEMO

FOR: SECRETARY OF THE NAVY	UNSECNAV
	Performing the duties of

FROM: Robert L. Woods, Acting Assistant Secretary of the Navy (Manpower and Reserve Affairs)

SUBJECT: Aviation Career Incentive Pay (ACIP) Flight Gate One (12-year) Waiver ICO Major (b) (6) , USMC

- Mr. Secretary, recommend you sign TAB A(b) (5) Major (b) (6) request for waiver of Operational Flight Gate One (12-year) flying requirements (TAB B). (b) (5)
- ACIP is a statutory monthly entitlement for those officers who meet certain operational flying duty requirements (TAB C).
 - Qualification for payment of continuous ACIP is determined by attaining minimum months of flying (MOF) requirements on specified flying service anniversaries (gates), typically at 12 and 18 years of service.
 - The ACIP waiver process exists so that aviation officers are not penalized for failing to meet flight gates due to fulfillment of Service critical non-flying billets which preclude attainment of the minimum MOF.
- SECNAVINST 7220.87A (TAB D) authorizes the Secretary of the Navy, for the needs of the Service, to waive ACIP flight gate requirements for aviators who are unable to meet flying gates due to reasons beyond their control.
 - Oconsistent with the transition of all special and incentive pays per NDAA FY 2008, authority will be delegated to the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel) in the new SECNAVINST on Aviation Incentive Pays and Bonus Program. We intend to publish this instruction no later than 29 December 2017.
- Major (b) (5), (b) (6)
 - o Major (b) (6) has served in three tours not involving flying, two considered critical non-flying billets (b) (6)

SUBJECT: Aviation Career Incentive Pay (ACIP) Flight Gate One (12-year) Waiver ICO Major (b) (6), USMC

These two tours contributed to a reduction of almost 23 MOF prior to operational flying gate failure.

- o While Major (b) (6) will fail to meet ACIP MOF Gate One requirements by 12th year of service (b) (6) , the majority of 12-year gate waivers are requested by junior pilots who have great potential of returning to the regular performance of operational or proficiency flying duty.
- o ACIP gate waiver requests must be submitted within a 3-year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate.

 [5] Submission is within the window.
- The Deputy Commandant of the Marine Corps (Manpower & Reserve Affairs) recommends (b) (6)
 (TAB E).

RECOMMENDATION: SECNAV sign TAB A (b) (6) an ACIP Operational Flight Gate One waiver for Major (b) (6)

COORDINATION: TAB E

ATTACHMENTS:

As stated

DELIVER TO FOLLOWING ADDRESS:

MAJ(b) (6) OFFICE OF THE SECNAV PENTAGON



Date: 21 August 2017

DESCRIPTION: ACIP Waive	r ICO Major(b) (6)	
EDIPI: (b) (6) USM		
P.O.C. AT DESTINATION: M	_{aj} (b) (6)		F-4
P.O.C. PHONE #:(b) (6)			
Room: (b) (6) (b) (6)			
RECEIVING UNIT: PLE			100 / 1 / 1 / 1 / 1 / 1 / 1 / 1 / 1 / 1
OFF PACKAGES RECEI AS SOON AS POSSIBLE			RETURN IT
		N BRANCH (MM	-
(b) (6)	D RESERVE A	AFFAIRS MARSH	CENTER
DESTINATION RECIPIENT:			
	PRINTED NAME	SIGNATURE	DATE

SECNAV COORDINATION PAGE

SUBJECT: Waiver of Aviation Career Incentive Pay (ACIP) Flying
Requirements for Major (b) (6)

EDIPI:
(b) (6)

USMC

Office/Dept Point of Contact/Title Phone <u>Date</u> MMOA-2 LtCol(b) (6) 8 Aug 17 Avn LtCol Monitor Col(b) (6) 8 Aug 17 MMOA Branch Head (b) (6) 9 Aug 17 MM Deputy Director 9 Aug 17 MM MGen Castellvi Director 13 Aug 17 M&RA LtGen Rocco **Deputy Commandant**



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

ACTION MEMO

'AUG 16 2017

FOR: SECRETARY OF THE NAVY
THROUGH: Assistant Secretary of the Navy for Manpower and Reserve Affairs
FROM: Lieutenant General Michael A. Rocco, Deputy Commandant for Manpower and Reserve Affairs
SUBJECT: Aviation Career Incentive Pay 12 Year Month of Flying Gate Waiver in the Case of Major (b) (6) United States Marine Corps
• Tab A is Major(b) (6) request for an Aviation Career Incentive Pay (ACIP) Month of Flying (MOF) Gate 1 Waiver. Major (b) (6) was assigned to the (b) (6) (6) (6) (6) (6) (7) (6) (7) (7) (7) (8) (7) (8) (8) (9) (9) (10) (10) (10) (10) (10) (10) (10) (10
• Tab B is a chronological record of Major (b) (6) assignment history and a current audit of operational flight time. Under the OPFLY gate system (Tab C), Major (b) (6) accumulated only 90 of the required 96 MOF during 12 years of aviation service. (b) (6) will fail his 12 year ACIP MOF Gat (b) (6) Major (b) (6) will accumulate 0 additional months prior to Gate 1 failure. A waiver of this flight gate will permi (b) (6) to receive continuous ACIP through (b) (6) 18th year of aviation service.
RECOMMENDATION: (b) (5), (b) (6) ApproveDisapprove
COORDINATION: None.
ATTACHMENTS: As stated
Prepared by: Major (b) (6) MMOA-2 (b) (6)



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO: 1000 MRA AUG 16 2017

From: Deputy Commandant for Manpower and Reserve Affairs

To: Major (b) (6)

Via: Commandant of the Marine Corps (MMOA-2)

Subj: AVIATION CAREER INCENTIVE PAY MONTHS OF FLYING WAIVER

Ref: (a) Your ltr 7220/G-5/SOP 17 Jul 17

1. Per the reference, your request for a Flight Gate Waiver has been forwarded to the Secretary of the Navy for consideration.

M. A. ROCCO

UNITED STATES MARINE CORPS

MARINE CORPS UNIVERSITY EDUCATION COMMAND 2076 SOUTH STREET QUANTICO, VA 22134-5067

> 1331 C40/VPEIOP JUL 1 7 2017

From: Major(b) (6) USMC

To: Secretary of the Navy

Via: (1) Commanding General, Education Command

(2) Commandant of the Marine Corps (MMOA-2)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP)

MONTHS OF FLYING (MOF) REQUIREMENT

Ref: (a) SECNAVINST 7220.87

(b) OPNAVINST 7220.18

1. Per reference (a) and (b), I respectfully request a waiver of the months of flying requirement for the Gate 1 flight gate. The following career data is provided:

a. Aviation Commissioning Date (ACD):(b) (6)

b. Aviation Service Entry Date (ASED) (6)

c. Total MOF performed: 90

d. Summary of tours under DIFOPS orders:



e. Summary of tours under DIFDEN orders:



2. I understand that a waiver, if granted:

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF FLYING (MOF) REQUIREMENT

- a. Will preserve my entitlement to continuous ACIP until I reach my next flight gate.
- b. Does not add any MOF to my record.
- c. Does not relieve me from meeting the total MOF requirement of my next flight gate.





UNITED STATES MARINE CORPS

MARINE CORPS UNIVERSITY EDUCATION COMMAND 2076 SOUTH STREET QUANTICO, VA 22134-5067

> 1331 C40/VPEIOP JUL 2 0 2017

FIRST ENDORSEMENT on Major (b) (6) ltr 1331 C40/VPEIOP of 17 Jul 17

From: Commanding General, Education Command

To: Secretary of the Navy

Via: Commandant of the Marine Corps (MMOA-2)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP)

MONTHS OF FLYING (MOF) REQUIREMENT

1. Forwarded, recommending (b) (6)

2. Point of contact is Major (b) (6)

(b)(6)

Thm O Samue THOMAS A. GORRY

								(6)		1	Start Date		б	LAST NAM
		10		1000 0000				0	5		End Date		(b) (6)	
											Unit #			ST NAME, MIDDLE INITIAL
				15 15							#Mo #Mo Tot		(b) (6)	EDIPI
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	.000										Date	ATEMENT O		UNIT
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Total	Current						N. Company				End Date	þ		GATE 1
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Zur Amo	90										#Mo		GATE 1	OPPFLY WAIVER
Prior	MCTFS Total	77	2								#Mo Tot		TE 1	WAIVER
Prior to Audit	S Total										Gate		4/27/20	DATE
Zvr Amo	92										Date		4/27/2017 12:52	AUDIT

Source documents: Page's 3 and 11 of OQR, and applicable ACIP screens from MCTFS

References: DoDFMR, VOL 7A, CHAPTER 22 and MCO P1000.6G, Chapter 1, Section 2 (ACTS Manual); MCTFSPRIUM, Chapter 9; MCO P1001R.1J, Par 2107 (MCRAMN), BUPERS INSTR.

- service is questionable forward Page 3's from the OQR to CMC (MMOA-2). Telephone: * Rule 1 - If the aviator has failed to pass a gate successfully or the aviation
- Unit Diary Statements Table. Rule 2 - MISSO's will only report the TTC's indicated in the Aviation Related
- * Rule 3 When determining ACIP entitlement for partial months use the following rules:
- If joined on the 15th of the month or earlier credit for full month
- If departed on the 15th or earlier no credit for that month If joined on the 16th of the month or later - no credit for that month
- If departed on the 16th of the month or later credit for full month
- * Rule 4 Review the D140 screen in MCTFS to ensure appropriate aviation insignia has been reported.

Current ACIP rules:

- * Gate 1 Accumulated 96 months or more OPFLY time within first 12 years aviation service.
- * Gate 2 Low Accumulated 120 months, but less than 144 months, OPFLY time within first 18 years aviation service
- * Gate 2 High Accumulated 144 months or more OPFLY time within first 18 years aviation service.

HOMC (MMOA) RECOMMENDED ACTION:

MMOA-2 received a DFR, stating SNO OPFLY Gate 1 will expire soon. MMOA=2 conducted ACIP audit and determined that SNO accumulated 2 extra MOF of OPFLY time. SNO's Master Record shows 92 months of OPFLY time vice the 90 months determined by ACIP audit. SNO is currently on DIFDEN orders as of 20160629 which will not allow to accumulate the 6 months needed to pass Gate 1. SNO is eligible to submit a Flight Gate waiver to the SECNAV. MMOA-2 contact unit for submission of Flight

	AVIATION KELATED UNIT DIAKY STATEMENTS	EMENIS
TIC	ENGLISH DESCRIPTION	MCTFSPRIUM
457 000	OPFLY GATE ONE PASS ED_	Para 90104.2
457 002	OPFLY GATE TWO PASS LOW ED	Para 90104.2
457 003	OPFLY GATE TWO HIGH PASS ED_	Para 90104.2
457 005	OFFLY GATE ONE WAIVED ED	Para 90104.5
457 006	OPFLY GATE TWO LOW WAIVED ED	Para 90104.5
457 007	OPFLY GATE TWO HIGH WAIVED	Para 90104.5
466 000	OPFLY ADD YRS MO	Para 90104.1c
466 001	OPFLY SUB YRS 02 MO	Para 90104.2d
489 004	AUTH TO WEAR ED (See Below)	Para 5108
	NAP = Naval Aviator	
	NFO = Naval Flight Officer	
	ANI = Marine Acrial Navigator	
	AOI = Naval Aviation Observer	
		-

121212121212121

Name of Preparer:

POC#:

b) (6

NO 00067

**** AVIATION CAREER INCENTIVE PAY **** TJBPACIP 04/25/2017 GMOA2E ENTER NEXT EDIPI: 09:37:51 ENTER CATG: SEQ NBR: EDIPI: (b) (6) NAME: (b) (6) RECSTAT: 0 COMP CODE: 11 RUC: 30002 COMPANY CODE: T PRES-GRADE: 04 PLT CODE: EMCU TRNGRP: R-RECSTAT: RCOMP CODE: ******* DATES ******** *** AERO DATA *** ****** OPFLY INFO *** AVI SVC ENTRY DATE: WAIVER CODE: OPFLY BASE DATE: 00000000 PILOT DES EFFECT DATE WAIVER YEAR: 0000 OPFLY COMP DATE: 00000000 MED EVAL AUTH: OPFLY STRT DATE: MED EVAL EXPIRE DATE: 00000000 INCUR OBL SERV DATE: OPFLY STOP DATE: DESIGN CAT: INCUR OBL SERV CODE: DIFOP TOTAL: FLIGHT STATUS: **** PRIOR OPFLY DATES ***

******* GATE 1 ******
PASS/FAIL CODE:

EFFECTIVE DATE: 000000

FLIGHT STATUS DATE:

***** GATE 2 LOW *****
PASS/FAIL CODE:

EFFECTIVE DATE: 000000

***** GATE 2 HIGH ****

PASS/FAIL CODE:

LAST DIFOP START: LAST DIFOP STOP:

EFFECTIVE DATE: 000000

2 Operations Code

G - INFORMATION

H - RETURN TO:

A - APPROPRIATE ACTION I - INITIAL B - GUIDANCE J - DISPOSITION C - SIGNATURE K - DECISION D - COMMENT L - RETENTION

E - RECOMMENDATION O - OTHER





3 SUBJECT: Waiver of Aviation Career Incentive Pay

Months of Flying Requirement ICO Maj (b) (6) (b) (6)

1 Date: 12 Sep 2017

4 DCN: 2017-MMP-000000133

5 FILE PATH: S:\PTGN\ASN (M&RA)\DASN(MPP)\Majo((b) (6) \ACPWaivers\ACIPMa(b) (6)

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6 RTG	7 OPR CODE	8 ADDRESSEES	IN	OUT	CONCUR	NON- CONCUR	11 NATURE OF ACTION REQUIRED	ORIGINATORS INITIALS	DUE DATE (If any)
9	<u>F/I</u>	ASSISTANT SECNAV(M&RA) ASN(M&RA)					ROUTINE:	(b) (6	30 Sep 17
		PRINCIPAL DEPUTY PD							
8	F	EXECUTIVE ASSISTANT EA					URGENT:		
<mark>7</mark>	F	MILITARY ASSISTANT MA]		
6	A	ADMIN OFFICER AO							
3	F	SENIOR ADVISOR MIL LAW SAML							
	_						12 REMARKS		
5	F	DEPUTY ASN (MM&P) DASN (MM&P)	_				PURPOS	E: SECNAV sigi	nature on
		PRINCIPAL DIRECTOR PD	+	-			TAB A is:	required to rende	r a decision
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2	F	DIRECTOR (MPA) DIR- MPA					request.		
1	F	DEPUTY DIRECTOR (MPP) DIR-MPP					Tequest.		
		DIRECTOR SAHA DIR-SAHA					D. C. C. C. C.	OTTO C	
		DIRECTOR MC&FP DIR-MC&FP					BACKGR	ROUND: See Ac	tion Memo.
		DIRECTOR SAO/DDR DIR -SAO]		
		DEPUTY ASN (RA) DASN (RA)					DISCUSS	ION: See Action	n Memo.
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		ADMIN ASSISTANT (CHR) AA (CHR)					_	ackage for SECN.	AV
		OCHR	+				signature.		
		DEPUTY ASN (TFX) DASN (TFX)		ļ			COORDI	<mark>NATION</mark> : TAB	E.
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		GENERAL COUNSEL	1				1		
		CMC					1		
		ACMC	1				1		
		CNO	1				1		
		VCNO	1	1			1		
		DC M&RA	1	1			1		
		CHIEF NAVAL PERS	1				1		
		DIR RESERVE AFFAIRS(USMC)	1	1		<u> </u>	1		
		DIR NAVAL RESERVE	+				1		
		DIR MARINE CORPS STAFF	+	1		 	1		
		DIR NAVY STAFF	+	1			1		
		SURGEON GENERAL OF THE NAVY	+	1		-	1		
		COMMANDER, NAVAL ED AND TRAINING	+	-			-		
		CMD	1	-			12 ACTION OFFI	FD	
			1				Maj (b) (6)	ER: (Name, Grade, Office Code, Telephor ODASN(MM&P).	e number, file path)

MAJ(b) (6) OFFICE OF THE SECNAV PENTAGON



Date: 25 July 2017

DESCRIPTION: ACIP Waive	r ICO Major (b)	6)	
EDIPI: (b) (
P.O.C. AT DESTINATION: M	_{aj} (b) (6) _{or CDR} (l	o) (6)	
P.O.C. PHONE #(b) (6) (b) (6)			
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OFFICER ASSI		N BRANCH (MMC FFAIRS MARSH	^^ [2] [1] [1] [1] [2] [2] [2] [2] [2] [2] [2] [2] [2] [2
(b) (6)			
DESTINATION RECIPIENT:			
	PRINTED NAME	SIGNATURE	DATE

SECNAV COORDINATION PAGE

SUBJECT: Waiver of Aviation Career Incentive Pay (ACIP) Flying
Requirements for Major (b) (6) EDIPI:

(b) (6) USMC

Office/Dept MMOA-2	Point of Contact/Title LtCol(b) (6) Avn LtCol Monitor	(b) (6)	<u>Date</u> 11 July 17
MMOA	Col(b) (6) Branch Head		13 July 17
MM	(b) (6) Deputy Director		14 July 17
MM	MGen Rocco Director		14 July 17
M&RA	LtGen Brilakis Deputy Commandant		21 July 17



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO: 1000 MRA JUL 2 1 2017

From: Deputy Commandant for Manpower and Reserve Affairs

To: Major (b) (6) USMC

Via: Commandant of the Marine Corps (MMOA-2)

Subj: AVIATION CAREER INCENTIVE PAY MONTHS OF FLYING WAIVER

Ref: (a) Your ltr 7220/G-5/SOP 21 Apr 17

1. Per the reference, your request for a Flight Gate Waiver has been forwarded to the Secretary of the Nevy for consideration.

M. A. BAILAKÍS



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

ACTION MEMO

FOR: SECRETARY OF THE NAVY
THROUGH: Assistant Secretary of the Navy for Manpower and Reserve Affairs
FROM: Lieutenant General Mark A. Brilakis, Deputy Commandant for Manpower and Reserve Affairs
SUBJECT: Aviation Career Incentive Pay 12 Year Month of Flying Gate Waiver in the Case of Major(b) (6) Marine Corps United States
 Tab A is Major (b) (6) request for an Aviation Career Incentive Pay (ACIP) Month of Flying (MOF) Gate 1 Waiver. Major (b) (6) was assigned to the
(b) (6) These tours contributed to a reduction of almost 35 months of flying for Major (b) (6) prior to (b) (6) Operational Flying (OPFLY) Gate failure.
• Tab B is a chronological record of Major (b) (6) assignment history and a current audit of operational flight time. Under the OPFLY gate system (Tab C), Major (b) (6) accumulated only 79 of the required 96 MOF during 12 years of aviation service. Major (b) (6) accumulated 0 additional months prior to 6 Gate 1 failure. (b) (6) will fail (b) (6) (6) (6) (7) (6) (7) (8) (8) (9) (9) (18th year of aviation service.
RECOMMENDATION: (b) (6), (b) (5), (b) (6) ApproveDisapprove
COORDINATION: None.
ATTACHMENTS: As stated
Prepared by: Major (b) (6) MMOA-2. (b) (6)



UNITED STATES MARINE CORPS MARINE CORPS TACTICAL SYSTEMS SUPPORT ACTIVITY BOX 555171 CAMP PENDLETON, CA 92055-5171

IN REPLY REFER TO: 1000 PESG 21 Apr 17

From: Major(b)(6)

To: Secretary of the Navy

Via: (1) Commanding Officer, Marine Corps Tactical Systems Support Activity

(2) Commandant of the Marine Corps (MMOA-2)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF

FLYING (MOF) REQUIREMENT

Ref: (a) OPNAVINST 7220.18

(b) SECNAVINST 7220.87

1. Per references (a) and (b), I respectfully request a waiver of the months of flying requirement for the Gate 1 flight gate. The following career data is provided:

a. Aviation Commissioning Date (ACD):

- b. Aviation Service Entry Date (ASED):
- c. Total MOF performed: 79
- d. Summary of tours under DIFOPS orders:



- e. Summary of tours under DIFDEN orders:
 - $\binom{(1)}{(2)}$ (b) (6)
- 2. I understand that a waiver, if granted:
- a. will preserve my entitlement to continuous ACIP until I reach my next flight gate.
 - b. does not add any MOF to my record.
- c. does not relieve me from meeting the total MOF requirement of my next flight gate.

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF FLYING (MOF) REQUIREMENT

3. My commercial number is





UNITED STATES MARINE CORPS MARINE CORPS TACTICAL SYSTEMS SUPPORT ACTIVITY BOX 555171

CAMP PENDLETON, CA 92055-5171

IN REPLY PEFER TO 1000 ÇQ 2 8 APR 2017

ltr 1000 of 21 Apr 17 FIRST ENDORSEMENT on

From: Commanding Officer, Marine Corps Tactical Systems Support

Activity

Secretary of the Navy To:

Commandant of the Marine Corps (MMOA-2) Via:

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY

MONTHS OF FLYING REQUIREMENT

1. Forwarded, recommending

3

-	-	- 22															
								/					Start Date		(b)	LAST NAM	
								/					End Date		(b)(6)	IE, FIRST NAM	
					200	100		1)	Unit			LAST NAME, FIRST NAME, MIDDLE INITIAL	
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	MCTF												#Mo Tot		GATE 1	OPPFLY WAIVER	
Dries to Audit	MCTFS Total							i Simoti					Gate		5/17/2	DATE	
Sur 0 700	82			50.55									Date		5/17/2017 10:46	DATE OF AUDIT	

INSTR. 7220.29A References: DoDFMR, VOL 7A, CHAPTER 22 and MCO P1000.6G, Chapter 1, Section 2 (ACTS Manual); MCTFSPRIUM, Chapter 9; MCO P1001R.1J, Par 2107 (MCRAMM), BUPERS Source documents: Page's 3 and 11 of OQR, and applicable ACIP screens from MCTFS.

Rules of Engagement:

ervice is questionable forward Page 3's from the OQR to CMC (MMOA-2). Rule 1 - If the aviator has failed to pass a gate successfully or the aviation Telephone:

Unit Diary Statements Table. Rule 2 - MISSO's will only report the TTC's indicated in the Aviation Related

rules: * Rule 3 - When determining ACIP entitlement for partial months use the following

If joined on the 16th of the month or later - no credit for that month If joined on the 15th of the month or earlier - credit for full month

If departed on the 16th of the month or later - credit for full month If departed on the 15th or earlier - no credit for that month

has been reported. * Rule 4 - Review the D140 screen in MCTFS to ensure appropriate aviation insignia

Current ACIP rules:

* Gate 1 - Accumulated 96 months or more OPFLY time within first 12 years aviation service.

* Gate 2 Low - Accumulated 120 months, but less than 144 months, OPFLY time within first 18 years aviation service.

* Gate 2 High - Accumulated 144 months or more OPFLY time within first 18 years aviation service.

HOMC (MMOA) RECOMMENDED ACTION:

and 7 month totaling 79 months. Submission window for someone to submit his or her ACIP gate waiver request within a 3 year window, starting 1 year prior to the relevant flight incorrect, MCTFS shows that the total DIFOP time is 6 years and 9 month totaling 81 months. MMOA-2 will sub 2 months to the OPFLY to reflect what the audit show of 6 years MMOA-2 conducted an audit to verify SNO MOF time to ensure entitlement to continuous ACIP until the next gate at 18 years of aviation service. gate and ending 2 years after the same flight gate. An officer must have performed at least 8 years of operational flying (96 MOF) within the first 12 years of aviation service for had enough time to reach Gate 1. After the audit was completed it was determined that SNO's OPFLY is

457 005 457 003 457 002 457 007 457 006 166 001 466 000 457 000 AVIATION RELATED UNIT DIARY STATEMENTS AUTH TO WEAR OPFLY ADD _ YRS _ MO OPFLY GATE TWO HIGH WAIVED OFFLY GATE ONE WAIVED ED OPFLY GATE TWO HIGH PASS ED OPFLY GATE TWO PASS LOW ED OPFLY GATE TWO LOW WAIVED ED OPFLY GATE ONE PASS ED. OPFLY SUB NFO = Naval Flight Officer AOI = Naval Aviation Observer ANI = Marine Aerial Navigator NAP = Naval Aviator ENGLISH DESCRIPTION YRS 2 MO ED (See Below) Para 90104.5 Para 5108 Para 90104.1c Para 90104.5 Para 90104.5 Para 90104.2 Para 90104.2 Para 90104.2 Para 90104.2d MCTFSPRIUM REFERENCE

Name of Preparer: POC#:

72000 H 20170607

**** AVIATION CAREER INCENTIVE PAY **** TJBPACIP 05/17/2017 GMOA2A ENTER NEXT EDIPI: ENTER CATG: SEQ NBR: EDIPI: (b) (6) RUC: 30425 COMPANY CODE: P PRES-GRADE: 04 RECSTAT: 0 COMP CODE: 11 PLT CODE: ASEB TRNGRP: R-RECSTAT: RCOMP CODE: ******* DATES ******* *** AERO DATA *** ***** OPFLY INFO ****** AVI SVC ENTRY DATE: AIVER CODE: OPFLY BASE DATE: PILOT DES EFFECT DATI AIVER YEAR: 0000 OPFLY COMP DATE: MED EVAL EXPIRE DATE ED EVAL AUTH: OPFLY STRT DATE: OPFLY STOP DATE: INCUR OBL SERV DATE: ESIGN CAT: INCUR OBL SERV CODE: DIFOP TOTAL: FLIGHT STATUS: **** PRIOR OPFLY DATES *** FLIGHT STATUS DATE: LAST DIFOP START: LAST DIFOP STOP: ***************************** GATE INFORMATION ******************** ***** GATE 1 ***** ***** GATE 2 LOW ***** ***** GATE 2 HIGH **** PASS/FAIL CODE: PASS/FAIL CODE: PASS/FAIL CODE: EFFECTIVE DATE: 000000 EFFECTIVE DATE: 000000 EFFECTIVE DATE: 000000 ****** C O N T I N U E D ***********

PF1-HELP PF3-EXIT TO MAIN MENU PF7/PF8-SCROLL BACK/FWD PF12-LOCAL PRINT



DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

MAR 2 3 2018

From: Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

To: Deputy Commandant for Manpower and Reserve Affairs

SUBJECT: WAIVER OF AVIATION INCENTIVE PAY MONTHS OF OPERATIONAL FLYING REQUIREMENT

Ref: (a) 37 U.S.C.

- (b) DOD 7000.14-R, Financial Management Regulation, Volume 7A
- (c) SECNAVINST 7220 (series)
- 1. Per references (a) through (c), I approve Major (b) (6)

 (b) (6)

 USMC, request of April 21, 2017, for an Operational Flight Gate One (12-year) Aviation Incentive Pay Months of Operational Flying waiver.

2. Point of contact is Commander (b) (6), Office of the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), at commercia (b) (6)

Juliet M. Beyler

Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

Copy to: Member File 1 Date: 13 Mar 2018

2 Operations Code

G - INFORMATION

H - RETURN TO:

I - INITIAL

B - GUIDANCE

J - DISPOSITION

C - SIGNATURE D - COMMENT K - DECISION L - RETENTION

E - RECOMMENDATION

A - APPROPRIATE ACTION

O - OTHER

F - CONCURRENCE

:4:

3 Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Maj (b) (6), USMC

4 DCN: 2017-MMP-000000105

5 FILE PATH: S:/PTGN/ASN (M&RA)/DASN(MPP)/Military Personnel and Analysis/ACIP Waivers/ACIP Waivers/ACIP Mai/fby/fb

F- CO.	NCURRENC	JE				^o Maj(b) (6)					
6 RTG	7 OPR CODE	8 ADDRESSEES	9 I IN	OUT	10 INI CONCUR	NON- CONCUR	11 NATURE OF ACTION REQUIRED	ORIGINATORS INITIALS	DUE DATE (If any)		
		ASSISTANT SECNAV(M&RA) ASN(M&RA)					ROUTINE:	(b) (6)	26 March 2018		
		PRINCIPAL DEPUTY PD									
		EXECUTIVE ASSISTANT EA					URGENT:				
		MILITARY ASSISTANT MA									
		ADMIN OFFICER AO					1				
		DIRECTOR D&I DIR-D&I					1				
		SENIOR ADVISOR MIL LAW SAML					1				
							12 REMARKS				
4	C	DEPUTY ASN (MM&P) DASN (MM&P)						: DASN (MM&P)	sign TAB A		
3	F	STAFF DIR (MM&P) SD (MM&P)					(b)(5)	AvIP months of fly	ing waiver		
1	F	DIRECTOR (MPA) DIR - MPA DIRECTOR (SAHA) DIR - SAHA					request.				
		DIRECTOR (MC&FP) DIR - MC&FP					1 1				
		DIRECTOR (R&T) DIR - R&T DIRECTOR (SAO/DDR) DIR -SAO					BACKGRO	OUND: Authority	to sign ACIP		
		DIRECTOR (SAO/DDR) DIR -SAO DIRECTOR (WWP) DIR -WWP						s assigned to the Se			
								NAV) via SECNA	•		
		DEPUTY ASN (CHR) DASN (CHR)					• `	,			
		STAFF DIR (CHR) SD (CHR)					 7220.87A "Aviation Career and Incenti Pay and Flight Gate Waiver Process," v was cancelled and replaced with 				
		ADMIN ASSISTANT (CHR) AA (CHR)									
		OCHR									
							SECNAVINST 7220.88 "Aviation Incentive Pays and Bonus Programs" dated 6 Feb 2018. Per SECNAVINST 7220.88, DASN				
		DEPUTY ASN (RA/TFI) DASN (RA/TFI)		-							
		STAFF DIR (TFI) SD (TFI)									
		ADMIN ASSISTANT (RA/TFI) AA (RA/TFI)					(MM&P) has authority to approve or				
		ASST GEN COUNSEL AGC						AvIP waivers. (No	ote: ACIP		
2	F	STAFF DIR (AGC) SD(AGC)					changed na	mes to AvIP.)			
							DISCUSSI	ON: Major (b) (6	3)		
		DIR, BD CORR NAV REC DIR-BCNR					submitted 6	ACIP waiver red	mest on time		
OTHER:		DIR, SECNAVCORB DIR-CORB						approved by SECN			
OTHER		ASN(RD&A)		I				B), just after the a			
		ASN(EL&E)					`	n 1 Oct 2017 per D	•		
		ASN(FM&C)		 	+ +		4	_			
			-	 	+ +			ncentive Pays and			
		GENERAL COUNSEL		<u> </u>			_	All ACIP waiver	•		
		CMC	_	<u> </u>				n abeyance until the	e release of		
		ACMC		<u> </u>			SECNAVIS	SNT 7220.88.			
		CNO							*.4		
		VCNO		ļ				nission is in accord			
		DC M&RA		ļ				.67 and SECNAVI			
		COMMANDER, MARFORRES					Major (b)	ACIP pay	was stopped		
		CHIEF OF NAVAL PERSSONNEL		<u> </u>			1	2017. ^{(a) (a)} remains (eligible for		
		CHIEF OF NAVY RESERVE					AvIP.				
		DIR MARINE CORPS STAFF					1				
		DIR NAVY STAFF					RECOMM	ENDATION: Sig	gn TAB A		
							COORDIN	ATION: TAB C			
		SURGEON GENERAL OF THE NAVY						•			
		OLA					CDR (b) (6)	ER: (Name, Grade, Office Code, Telepho, ODASN(MM&P), (b)			



THE SECRETARY OF THE NAVY WASHINGTON DC 20350-1000

5 Oct 17

From: Secretary of the Navy

To: Deputy Commandant for Manpower and Reserve Affairs

Subj: WAIVER OF AVIATION CAREER INCENTIVE PAY MONTHS OF

OPERATIONAL FLYING REQUIREMENT

Ref:

(a) 37 U.S.C. §301a

(b) SECNAVINST 7220.87A

1. In accordance with references (a) and (b), I approve Major (b) (6) EDIPI: (b) (6) USMC, request of April 21, 2017, for an Operational Flight Gate One (12-year) Aviation Career Incentive Pay Months of Operational Flying waiver.

2. Point of contact is Major (b) (6)

Assistant Secretary of the Navy (Manpower and Reserve Affairs), at commercial (b) (6)

Richard V. Spencer

Copy to: Member File

A SE

DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

ACTION MEMO

FOR: DEPUTY ASSISTANT SECRETARY OF THE NAVY (MILITARY MANPOWER AND PERSONNEL)

FROM: (b) (6)	, Military Personnel and Analyses
SUBJECT: Aviation Incention (b) (6)	ve Pay (AvIP) Flight Gate One (12-year) Waiver ICO Major USMC

- Recommend you sign TAB A(b) (5) Major (Maj) (b) (6) request for waiver of Operational Flight Gate One (12-year) flying requirements (TAB B). (b) (5), (b) (6)
- Authority to sign AvIP Waivers is outlined in Secretary of the Navy Instruction (SECNAVINST) 7220.88 "Aviation Incentive Pays and Bonus Program" dated February 6, 2018. (Note: Aviation Continuous Incentive Pay (ACIP) changed names to AvIP with this new instruction, and this package was originally submitted during the transition period between instructions).
- AvIP is a discretionary pay for those officers who meet certain operational flying duty requirements (TAB C).
 - Qualification for AvIP payment is determined by attaining minimum months of flying (MOF) requirements on specified flying service anniversaries (gates), typically at 12 and 18 years of service.
 - The AvIP waiver process exists so that aviation officers are not penalized for failing to meet flight gates due to fulfillment of Service critical non-flying billets which preclude attainment of the minimum MOF.
- SECNAVINST 7220.88 (TAB D) authorizes the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), for the needs of the Service, to waive AvIP flight gate requirements for aviators who are unable to meet flying gates due to reasons beyond their control.
- Maj (b) (6) is (b) (5) and has accumulated 75 of 96 required MOF.
 - O Mai^{(b) (6)} has served in three tours not involving flying: (b) (6)

 Two of these three non-flying billets are eligible for the MOF gate waiver in SECNAVINST 7220.88. These non-flying billets contributed to a reduction of almost 47 MOF prior to operational flying gate failure.

- o Maj (b) (6) failed to meet AvIP MOF Gate One requirements by 12th year of service (b) (6) . The Marine Corps fully intends to return the completion of current assignment at (b) (6) which is NPS payback tour.
- O AvIP gate waiver requests must be submitted within a 3-year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate. Submission is within the window.
- The Deputy Commandant for Manpower and Reserve Affairs recommends (b) (5)
 (TAB E).

RECOMMENDATION: Sign TAB A.

COORDINATION: TAB E

ATTACHMENTS:

As stated

Prepared by: CDR (b) (6), Office of DASN (MM&P), (b) (6)

THE NT OF THE PERSON WITH THE

DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

JUL 23 2018

From: Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

To: Deputy Commandant for Manpower and Reserve Affairs

SUBJECT: WAIVER OF AVIATION INCENTIVE PAY MONTHS OF OPERATIONAL FLYING REQUIREMENT

Ref:

(a) 37 U.S.C.

(b) DOD 7000.14-R, Financial Management Regulation, Volume 7A

(c) SECNAVINST 7220 (series)

1. Per references (a) through (c), I approve Major (b) (6) EDIPI: (b) (6) USMC, request of October 3, 2017, for an Operational Flight Gate One (12-year) Aviation Incentive Pay Months of Operational Flying waiver.

2. Point of contact is Commander (b) (6) Office of the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), at commercial (b) (6)

Russell W. Beland

Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

Copy to: Member

File

SECNAV COORDINATION PAGE

SUBJECT: Waiver of Aviation Career Incentive Pay (ACIP) Flying
Requirements for Major (b) (6) EDIPI:

(b) (6) USMC

Office/Dept MMOA-2	Point of Contact/Title LtCol(b) (6)	Phone (1)	<u>Date</u> 9 Apr 18
	Avn LtCol Monitor	(O)	
MMOA	Col(b) (6) Branch Head		14 May 18
MM	(b) (6) Deputy Director		15 May 18
MM	MGen Castellvi Director		15 May 18
M&RA	LtGen Rocco Deputy Commandant		17 May 18

HEADQUARTERS MARINE CORPS ROUTING SHEET (5211) 234-17 NAVMC HQ 335 (REV. 09-15)

11 DATE: 5 April 2019											
2 OPERATION CODE 3 SUBJECT: 1 DATE: 5 April 2018											
х -		NATOR OF OFFICE	G - INFORMATION				404.6	SOL ALL MANUAL CO.			
A -	A - APPROPRIATE ACTION			н -	RETURN TO: MMOA-2 Room			Aviation Career Incentive Pa	v (ACIP) Waiver in	the Case of	
	B - GUIDANCE			1				Major(b) (6)		ates Marine	
	College Brook College			J -	INITIAL DISPOSITION			Corps	Omica of	ares marine	
	D - COMMENT E - RECOMMENDATION			K - DISPO L - DECIS				ССТРО			
1000000	F - CONCURRENCE			O - RETEN							
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4 5 6 ADDRESSE				_	DATE 8 INITIALS			9 NATURE OF	ORIGINATOR'S	DUE DATE	
RTG	CODE	U ADDITEOUL		IN	2000		NONCONCUR	ACTION REQUIRED	INITIALS	(if any)	
111111		COMMANDANT	CMC					ROUTINE	(b) (6)		
IIIIII		MILITARY SECY	MILSEC					URGENT			
111111		ASST COMMANDANT	ACMC					10 REMARKS AND SIGNATURE			
111111		MILITARY ASST	MILASST					PURPOSE. To obtain DC M&RA(b) (6) on the enclosed SECNAV ACTION MEMO requesting an Aviation Career Incentive Pay (ACIP) Operational Flying (OPFLY) Gate 1 Waiver for Major(b) (6)			
111111		SGTMAJMARCOR	SMMC								
HIIII		DIR MC STAFF	DMCS								
1199311		DMCS EXEC ASST	EA	-							
		SEC GENERAL STAFF	SGS					2. BACKGROUND. ACIP is a monetary incentive governed under U.S.C. Title			
		EXEC EDITOR	EDITOR					37 Chap 5 and is paid to all qualified Naval Aviators on a Continuous (paid regardless of assignment) or Conditional (paid only during flight tours) basis. The accumulation of specified amounts of operational flight time by the 12 and 18 year career marks (flight gates) determines an officer's eligibility for Continuous or Conditional ACIP.			
		COUNSEL FOR CMC	A CONTRACTOR OF THE PARTY OF TH								
	_	DC M&RA	CL M	-							
			2								
		DC I&L	L					014 14 04 201 PM 5 0 4 1 10 10 10 10 10 10 10 10 10 10 10 10 1			
		DC PP&O	P					Although encouraged to serve in critical non-flying support billets along with their ground counterparts, many aviators maintain reservations regarding these assignments as they reduce operational flight time with potentially negative financial consequences. IAW OPNAVINST 7220.18, the Secretary of the Navy may grant waivers in			
		DC AVN	A								
	Arenn .	DC P&R	R								
		DC CD&I & CG MCCDC	С								
		DIR INTEL	L		20,000						
		DIR C4	C4					circumstances where an aviation offic	circumstances where an aviation officer has failed to meet a flight gate due to fulfilling critical non-flying billets. Joint professional military education while		
		SJA TO CMC	JA					attending any war college and Washington, DC area tours are specifically identified in this instruction as tours which may serve as a basis for this waiver.			
		LEGIS ASST	OLA								
-		DIR OUSMCC	OUSMCC					The state of the s			
		DIR AR	AR					3. DISCUSSION. (b) (6) SNO accumulated only 75 of the required 96 months of operational flight time needed to pass this milestone and will no longer be eligible to receive Continuous ACIP without SECNAV approval. SNO has accumulated 0 additional months following at 1 failure. To date Major (b) (6) has been assigned to the following possible waiverable tours: a. b.			
		INSPECTOR GENERAL	IG								
\vdash	-	DIR HEALTH SERV	HS								
-	+	CHAPLAIN	REL		-		12071				
-		DIR SPL PROJ	SPD	-							
-		DIR SAFETY	SD			-	0.2				
-		DIR EXPED ENERGY	E20		-						
-	-	OMFR	OMFR	-	-	-					
-	-	Contract Contract	ET/STPROVE	-							
-	-	COR, MCNCR	MCNCR		-						
-	0	COMMARCORSYSCOM		-	-	-					
-	8	CG MCRC	MCRC	-							
-		CO HQBN HH	HQBN	_	_	-				(6)(6)	
	<u> </u>	CO MARBKS	MARBKS					These tours contributed to a reduction of the DPFLY gate failure. SNO miss	of 47 months of flying for	Major	
		DEPARTMENT		2)	(5		b) (6	DEFET gate tailure. SNO miss	auminight gate by 21 mc	AINTS.	
11	EA	DC M&RA	MRA		12	19	0) (0	DECOMMENDATION	\ (=\		
9	A/I A/I	ADC M&RA EXECUTIVE ASST	MRA					(b) (5)(b)	1 (5)		
		SGTMAJ	MRA								
	8.00	STAFF ADMIN DIR	MRA								
8	A/I	ADMIN CHIEF COUNSEL M&RA	CL								
		MIL PERS LAW M&RA	JAD								
		PAO M&RA	MRA								
7	EA	DIR, MM	MM								
6	EΛ	DEP DIR, MM	MM								
-		SGTMAJ, MM	MM								
5	A/I	BRANCH HEAD	MMC								
3	A/I	AVIATION COLONEL	MMC								
2	A/I	ADMIN	MMC						11	35	
1/12	X/H	MMOA-2	MMC					11 ACTION OFFICER INSTA Grade Office	Code Telephone numbers	(5)	
11 ACTION OFFICER IName, Grade, Office Code, Telephone number)											

(b) (5)



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

ACTION MEMO

MAY 1 7 2018 FOR: SECRETARY OF THE NAVY THROUGH: Assistant Secretary of the Navy for Manpower and Reserve Affairs FROM: Lieutenant General Michael A. Rocco, Deputy Commandant for Manpower and Reserve Affairs SUBJECT: Aviation Career Incentive Pay 12 Year Month of Flying Gate Waiver in the Case of Major (b) (6) EDIPI:(b) (6) United States Marine Corps Tab A is Major (b) (6) request for an Aviation Career Incentive Pay (ACIP) Month of Flying (MOF) Gate 1 Waiver. Major (b) (6) was assigned to the These tours contributed to a reduction of almost 47 months of flying for Major (b) (6) Operational Flying (OPFLY) Gate failure. Tab B is a chronological record of Major (b) (6) assignment history and a current audit operational flight time. Under the OPFLY gate system (Tab C), Major(b) (6) accumulated only 75 of the required 96 MOF during 12 years of aviation service. will fail 606 12 year ACIP MOF Gate 1 on (b) (6) Major (b) (6) has accumulated 0 additional months following 6 Gate 1 failure. A waiver of this flight gate will permit (b) (6) to receive continuous ACIP through (b) (6) 8th year of aviation service. RECOMMENDATION: Disapprove COORDINATION: None. ATTACHMENTS: As stated Prepared by: Major



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO: 1000 MRA

MAY 1 7 2018

From: Deputy Commandant for Manpower and Reserve Affairs

To: Major (b) (6) USMC Via: Commandant of the Marine Corps (MMOA-2)

Subj: AVIATION CAREER INCENTIVE PAY MONTHS OF FLYING WAIVER

Ref: (a) Your ltr 1000 C4 dtd 3 Oct 17

1. Per the reference, your request for a Flight Gate Waiver has been forwarded to the Secretary of the Navy for consideration.

M. Al. ROCCO

DEPARTMENT OF THE NAVY

HEADQUARTERS UNITED STATES MARINE CORPS 3000 MARINE CORPS PENTAGON WASHINGTON, DC 20350-3000

> IN REPLY REYER TO 1000 C4 3 Oct 17

Major (b) USMC From:

To: Secretary of the Navy

(1) Commanding Officer, (b) (6)

Via:

(2) Commanding Officer, (6)

(3) Commandant of the Marine Corps (DC M&RA, MMOA-2)

(4) Assistant Secretary of the Navy (ASN M&RA)

REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY Subj:

(ACIP) MONTHS OF FLYING (MOF) REQUIREMENT

(a) SECNAVINST 7220.87 Ref:

(b) OPNAVINST 7220.18

- Per references (a) and (b), I respectfully request a waiver of the months of flying requirement for the 12 year flight gate. The following career data is provided:
 - Aviation Commissioning Date (ACD):
 - Aviation Service Entry Date (ASED): b.
 - c. Total MOF performed: 77
 - d. Summary of tours under DIFOPS orders:



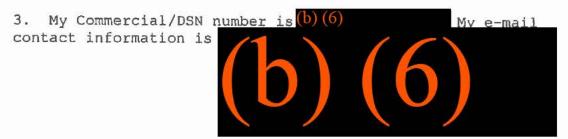
Summary of tours under DIFDEN orders:

FOR OFFICIAL USE ONLY

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF FLYING (MOF) REQUIREMENT



- 2. I understand that a waiver, if granted:
- a. will preserve my entitlement to continuous ACIP until I reach my next flight gate.
 - b. does not add any MOF to my record.
- c. does not relieve me from meeting the total MOF requirement of my next flight gate.





UNITED STATES MARINE CORPS

HEADQUARTERS AND SERVICE BATTALION HEADQUARTERS MARINE CORPS, HENDERSON HALL ARLINGTON, VIRGINIA 22214-5000

> 1000 Adj

OCT 1 7 2017

SECOND ENDORSEMENT on Maj (b) (6) Ltr 1000 C4 of 3 Oct 17

From: Commanding Officer, Headquarters and Service Battalion,

Headquarters Marine Corps, Henderson Hall

To: Secretary of the Navy, DC M&RA, MMOA-2

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY MONTHS OF

FLYING REQUIREMENT IN THE CASE OF MAJOR (b) (6) EDIPI

(b) (6) USMC

1. Forwarded, recommendin

(b) (6)

Copy to: SNO Files



UNITED STATES MARINE CORPS

HEADQUARTERS COMPANY HEADQUARTERS AND SERVICE BATTALION HEADQUARTERS MARINE CORPS, HENDERSON HALL ARLINGTON, VIRGINIA 22214-5000

> 1000 HQ Co

OCT 1 0 2017

FIRST ENDORSEMENT on Maj(b) (6) Ltr 1000 C4 of 3 Oct 17

Commanding Officer, Headquarters Company, Headquarters and Service From:

Battalion, Headquarters Marine Corps, Henderson Hall

To: Secretary of the Navy, DC M&RA, MMOA-2

Commanding Officer, Headquarters and Service Battalion, Headquarters Via:

Marine Corps, Henderson Hall

REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY MONTHS OF FLYING REQUIREMENT IN THE CASE OF MAJOR(b) (6) Subj:

1. Forwarded, recommending

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Source documents: Page 3 of OQR and applicable ACIP screens from MCTFS.

References: DODFMR, VOL 7A, CHAPTER 22 and MCO P1000.6G, Chapter 1, Section 2 (ACTS Manual); MCTFSPRIUM, Chapter 9; MCO P1001R.1J, Par 2107 (MCRAMM), BUPERS References: DoDFMR, VOL 7A, INSTR. 7220.29A

Rules of Engagement:

* Rule 1 - If the aviator has failed to pass a gate successfully or the aviation service is questionable forward Page 3 from the OQR to CMC (MMOA-2). Telephone:

* Rule 2 - MISSO's will only report the TTC indicated in the Aviation Related Uni Diary Statements Table.

* Rule 3 - When determining ACIP entitlement for partial months use the following

If joined on the 16th of the month or later - no credit for that month If joined on the 15th of the month or earlier - credit for full month

If departed on the 15th or earlier - no credit for that month

* Rule 4 - Review the D140 screen in MCTFS to ensure appropriate aviation insigni If departed on the 16th of the month or later - credit for full month

Current ACIP rules:

has been reported.

- * Gate 1 Accumulated 96 months or more OPFLY time within first 12 years aviation service. * Gate 2 Low Accumulated 120 months, but less than 144 months, OPFLY time within first 18 years aviation service. * Gate 2 High Accumulated 144 months or more OPFLY time within first 18 years aviation service.

HOMC (MMOA) RECOMMENDED ACTION:

MMOA-2 conducted an ACIP audit to verify SNO's OPFLY time. The audit determined that SNO's OPFLY time was incorrect in MCTFS which accounted for 77 months. The audit shows SNO did not have enough DIFOP time to reach Gate 1. MMOA-2 will subtract 2 months of OPFLY time to reflect the ACIP audit of 75 months. Submission window for ACIP gate waiver request is within a 3 year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate.

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457 002	OPFLY GATE TWO PASS LOW ED	Para 90104.2
457 003	OPFLY GATE TWO HIGH PASS ED	Para 90104.2
457 005	OFFLY GATE ONE WAIVED ED	Para 90104.5
457 006	OPFLY GATE TWO LOW WAIVED ED	Para 90104.5
457 007	OPFLY GATE TWO HIGH WAIVED	Para 90104.5
466 000	OPFLY ADD YRS MO	Para 90104.1c
466 001	OPFLY SUB YRS 2 MO	Para 90104.2d
489 004	AUTH TO WEAR ED (See Below)	Para 5108
	NAP = Naval Aviator	
	NFO = Naval Flight Officer	
	ANI = Marine Acrial Navigator	
ş.çı	AOI = Naval Aviation Observer	

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1 Date: 16 July 2018

2 Operations Code

G - INFORMATION

H - RETURN TO:

L - RETENTION

I - INITIAL

A - APPROPRIATE ACTION

B - GUIDANCE J - DISPOSITION C - SIGNATURE K - DECISION

D - COMMENT E - RECOMMENDATION

F - CONCURRENCE

- RECOMMENDATION O - OTHER

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³ Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Major (b) (6), USMC

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TO TO THE STATE OF THE STATE OF

DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

ACTION MEMO

FOR: DEPUTY ASSISTANT SECRETARY OF THE NAVY (MILITARY MANPOWER AND PERSONNEL)

FROM: (b) (6) Director, Military Personnel and Analyses

SUBJECT: Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Major (b) (6)

- Recommend you sign TAB A (b) (5) Major (Maj) (b) (6) request for waiver of Operational Flight Gate One (12-year) flying requirements (TAB B). (b) (5), (b) (6)
- Authority to sign AvIP Waivers is outlined in Secretary of the Navy Instruction (SECNAVINST) 7220.88 "Aviation Incentive Pays and Bonus Program" dated February 6, 2018. (Note: Aviation Continuous Incentive Pay (ACIP) changed names to AvIP with this new instruction, and this package was originally submitted during the transition period between instructions.)
- AvIP is a discretionary pay for those officers who meet certain operational flying duty requirements (TAB C).
 - Qualification for AvIP payment is determined by attaining minimum months of flying (MOF) requirements on specified flying service anniversaries (gates), typically at 12 and 18 years of service.
 - The AvIP waiver process exists so that aviation officers are not penalized for failing to meet flight gates due to fulfillment of Service critical non-flying billets which preclude attainment of the minimum MOF.
- SECNAVINST 7220.88 (TAB D) authorizes the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), for the needs of the Service, to waive AvIP flight gate requirements for aviators who are unable to meet flying gates due to reasons beyond their control.
- (b) (5) and has accumulated 79 of 96 required MOF.
 - o Maj (b) (6) has served in two tours not involving flying: one as a (b) (6)

 These two SECNAVINST 7220.88-approved non-flying assignments contributed to a reduction of almost 47 MOF prior to operational flying gate failure.
 - o While Maj (b) (6) failed to meet (b) (6) AvIP MOF Gate One requirements by (b) (6) are currently executing flying orders at (b) (6)

(b) (6) where has accumulated an additional eight MOF since request and continues to accumulate MOF.

- O AvIP gate waiver requests must be submitted within a 3-year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate. Submission is within the window.
- o (b) (6), (b) (5)

RECOMMENDATION: Sign TAB A.

COORDINATION: TAB E

ATTACHMENTS:

As stated

Prepared by: CDR (b) (6) Office of DASN (MM&P), (b) (6)



DEPARTMENT OF THE NAVY
OFFICE OF THE ASSISTANT SECRETARY
(MANPOWER AND RESERVE AFFAIRS)
1000 NAVY PENTAGON
WASHINGTON DC 20350-1000

JUL 262018

From: Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)
To: Deputy Commandant for Manpower and Reserve Affairs

SUBJECT: WAIVER OF AVIATION INCENTIVE PAY MONTHS OF OPERATIONAL FLYING REQUIREMENT

Ref:

(a) 37 U.S.C.(b) DOD 7000.14-R, Financial Management Regulation, Volume 7A

(c) SECNAVINST 7220 (series)

(12-year) Aviation Incentive Pay Months of Operational Flying waiver. Per references (a) through (c), I approve Major (b) (6) EDIPI: request of September 15, 2017, for an Operational Flight Gate One

Navy (Military Manpower and Personnel), at commercial 2. Point of contact is Commander (b) (6) Office of the Deputy Assistant Secretary of the

3 MM

Russell W. Beland

Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

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A - APPROPRIATE ACTION
B - GUIDANCE

D - COMMENT

I - INITIAL

C - SIGNATURE

J - DISPOSITION
K - DECISION

E - RECOMMENDATION

L - RETENTION
O - OTHER

F - CONCURRENCE

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³ Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Major (b) (6) , USMC

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SECNAV COORDINATION PAGE

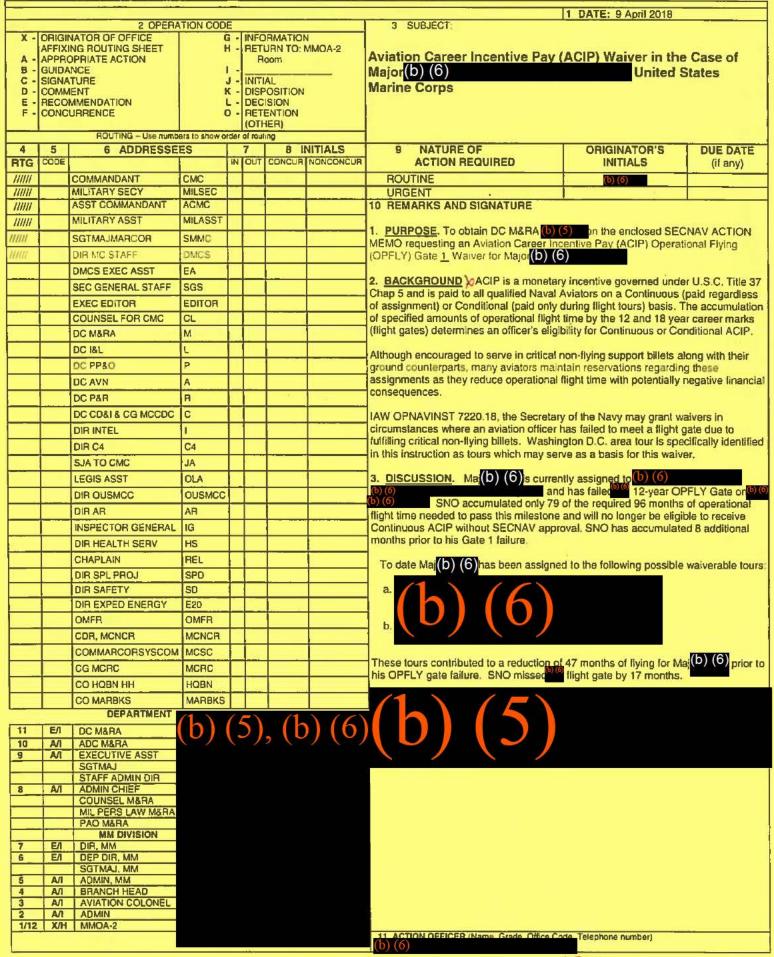
SUBJECT: Waiver of Aviation Career Incentive Pay (ACIP) Flying
Requirements for Major (b) (6)

USMC

EDIPI:

Office/Dept MMOA-2	Point of Contact/Title LtCol(b) (6) Avn LtCol Monitor	Phone (b)	(6)	Date 9 Apr 18
MMOA	Col(b) (6) Branch Head			17 Apr 18
MM	(b) (6) Deputy Director			16 May 18
MM	MGen Castellvi Director			16 May 18
M&RA	LtGen Rocco Deputy Commandant			17 May 18

HEADQUARTERS MARINE CORPS ROUTING SHEET (5211) 235-17 NAVMC HQ 335 (REV. 09-15)



(b) (5)



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

ACTION MEMO

FOR: SECRETARY OF THE NAVY	MAY 1 7 2018
THROUGH: Assistant Secretary of the Navy for Manpower and Reserve Affa	irs
FROM: Lieutenant General Michael A. Rocco, Deputy Commandant for Man Reserve Affairs	power and
SUBJECT: Aviation Career Incentive Pay 12 Year Month of Flying Gate Waive the Case of Major (b) (6) EDIPI: (b) (6) UStates Marine Corps	ver in nited
• Tab A is Maj(b) (6) request for an Aviation Career Incentive Pay (ACIF Flying (MOF) Gate 1 Waiver. Maj(b) (6) was assigned to (b) (6)	') Month of
These tours contri reduction of almost 47 months of flying for Maj(b) (6) prior to Opera Flying (OPFLY) Gate failure.	buted to a tional
• Tab B is a chronological record of Maj (b) (6) assignment history and a audit of operational flight time. Under the OPFLY gate system (Tab C) (b) (6) accumulated only 79 of the required 96 MOF during 12 years of a service. (b) (6) failed 12 year ACIP MOF Gate 1 on (b) (6) Maj accumulated 8 additional months prior to Gate 1 failure. A waiver of the gate will permit (b) (6) to receive continuous ACIP through 12th year of a service.	, Maj viation (b) (6) has his flight
RECOMMENDATION: $\binom{1}{b}$ (6)	
ApproveDisapprove	
COORDINATION: None.	
ATTACHMENTS: As stated	
Prepared by: Major (b) (6)	



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

1000 MRA MAY 1 7 2018

From: Deputy Commandant for Manpower and Reserve Affairs

To: Major (b) (6) USMC

Via: Commandant of the Marine Corps (MMOA-2)

Subj: AVIATION CAREER INCENTIVE PAY MONTHS OF FLYING WAIVER

Ref: (a) Your ltr 3710 S-3 dtd of 15 Sep 17

1. Per the reference, your request for a Flight Gate Waiver has been forwarded to the Secretary of the Navy for consideration.

M. A. ROCCO



UNITED STATES MARINE CORPS 1ST MARINE AIRCRAFT WING UNIT 37101 FPO AP 96373-7101

MAERLY REPEATO: 7220 G-3 / 0 JAN 2017

SECOND ENDORSEMENT on Maj Monroe's ltr 3710 S-3 of 15 Sep 17

From: Commanding General, 1st Marine Aircraft Wing

To: Secretary of the Navy

Via: Commandant of the Marine Corps (DC, M&RA)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF

FLYING (MOF) REQUIREMENT

1. Forwarded, recommendin

2. Major (b) (6) will not meet the 8-year requirement to remain entitled to continuous ACIP due to having spent (b) (6)

(b) (6)

penalized for serving in critical support billets that prevented a more timely return to DIFOP status.

3. The point of contact for this matter is Lieutenant Colonel(b) (6) Deputy Assistant Chief of Staff for Operations (G-3), 1st Marine Aircraft Wing, at 1(b) (6)

T. D. WEIDLEY

Copy to: CG MARFORPAC (G-3) CG III MEF (G-3) CG Isi MAW (G-3) CO MAG-24 (S-3)



UNITED STATES MARINE CORPS

MARINE AIRCRAFT GROUP 24 IST MARINE AIRCRAFT WING BOX 63047 MCBH KANEOHE BAY HAWAII 96863-3047

> 1320 CO 20 Sep 17

FIRST ENDORSEMENT on Maj(b) (6) ltr 3710 S-3 of 15 Sep 17

From: Commanding Officer, Marine Aircraft Group 24

To: Secretary of the Navy

Via: (1) Commanding General, 1st Marine Aircraft Wing

(2) Commandant of the Marine Corps (DC, M&RA)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF

C. D. PATTON

FLYING (MOF) REQUIREMENT

1. Forwarded, recommending (b) (5)

3



UNITED STATES MARINE CORPS

MARINE AIRCRAFT GROUP 24 1ST MARINE AIRCRAFT WING BOX 63047 MCBH, KANEOHE BAY, HAWAII 96863-3047

> 3710 S-3 15 Sep 17

From: Major (b) (6)

To: Secretary of the Navy

Via: (1) Commanding Officer, (2) Commanding General,

(3) Commandant of the Marine Corps (DC, M&RA)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP)

MONTHS OF FLYING (MOF) REQUIREMENT

Ref: (a) SECNAVINST 7220.87

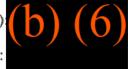
(b) OPNAVINST 7220.18

Encl: (1) Major (b) (6) Basic Information Record (BIR)

(2) Major(b) (6) Chronological Record

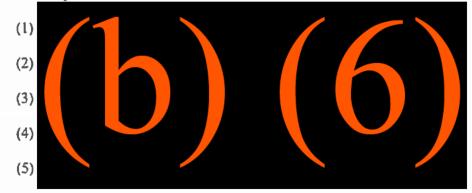
1. Per reference (a) and (b), I respectfully request a waiver of the Months of Flying (MOF) requirement for the 12-year flight gate. The following career data is provided:

a. Aviation Commissioning Date (ACD)



- b. Aviation Service Entry Date (ASED):
- c. Total MOF performed: 75

d. Summary of tours under DIFOPS orders:



e. Summary of tours under DIFDEN orders;

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF FLYING (MOF) REQUIREMENT



- 2. I understand that a waiver, if granted:
 - a. will preserve my entitlement to continuous ACIP until I reach my next flight gate;
 - b. does not add any MOF to my record;
 - c. does not relieve me from meeting the total MOF requirement of my next flight gate.

3. My commercial number is (b) (6)

My e-mail contact information is (b) (6)

	LAST NAME, FIRST NAME, MIDDLE INITIAL	L EDIPI	HANK	UNIT	ASED	GATE 1	GATE 2	OPFLY	OPFLY WAIVER	DATE	DATE OF AUDIT
End Date Unit #Mo #Mo Tot Gate Date Start Date End Date	(b) (d)							GAT	GATE 1	3/28/2	3/28/2018 14:39
End Date Unit #Mo #Mo Tot Gate Date Start Date End Date E			ST	STEMENT OF	SERVICE DIFOR		N. Trendstrate.			1000	
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Current						Current	MOF	79	MCTF	MCTFS Total	80
Total	1876					Total	YRS	6yr, 7mo	Prior	Prior to Audit	6yr, 8mo

Source documents: Page 3 of OQR and applicable ACIP screens from MCTPS.

(ACTS Manual); MCTFSPRIUM, Chapter 9; MCO P1001R.1J, Par 2107 (MCRAMM), BUPERS VOL 7A, CHAPTER 22 and MCO P1000.6G, Chapter 1, Section 2 References: DoDFMR, INSTR. 7220.29A

Rules of Engagement:

* Rule 1 - If the aviator has failed to pass a gate successfully or the aviation Telephone: service is questionable forward Page 3 from the OQR to CMC (MMOA-2). * Rule 2 - MISSO's will only report the TTC indicated in the Aviation Related Unit Diary Statements Table.

* Rule 3 - When determining ACIP entitlement for partial months use the following

If joined on the 16th of the month or later - no credit for that month If joined on the 15th of the month or earlier - credit for full month

If departed on the 15th or earlier - no credit for that month

* Rule 4 - Review the D140 screen in MCTFS to ensure appropriate aviation insignia If departed on the 16th of the month or later - credit for full month has been reported.

Current ACIP rules:

- * Gate 1 Accumulated 96 months or more OPFLY time within first 12 years aviation service.
- * Gate 2 Low Accumulated 120 months, but less than 144 months, OPFLY time within first 18 years aviation service. L * Gate 2 High Accumulated 144 months or more OPFLY time within first 18 years aviation service.

HOMC (MMOA) RECOMMENDED ACTION:

MMOA-2 conducted an ACIP audit to verify SNO's OPFLY time. The audit determined that SNO's OPFLY time was incorrect in MCTFS which accounted for 80 months. The audit shows SNO did not have enough DIFOP time to reach Gate 1. MMOA-2 will subtract 1 month of OPFLY time to reflect the ACIP audit of 79 months. Submission window for ACIP gate waiver request is within a 3 year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate.

### SEQ		
		MCTPSPRIUM REFERENCE
		Para 90104.2
	1	Para 90104.2
	1	Para 90104.2
		Para 90104.5
		Para 90104.5
OPFLY OPFLY AUTH 1		Para 90104.5
OPFLY AUTH 1		Para 90104.1c
AUTHI	Para	Para 90104.2d
NAP = Naval Aviator	(See Below) Para	Para 5108
O MEO - Mayal Glight		
O III III III III III III III III III I	flicer	
ANI = Marine Aerial Navigator	lavigator	
AOI = Naval Aviation Observer	Observer	

Preparer: MSgt Monterrosa POC#: (703) 784-9267

TJBPACIP **** AVIATION CAREER INCENTIVE P GMOA2E ENTER NEXT EDIPI: ENTER CATG: EDIPI (b) (6) NAME: (b) (6)	
RUC: 01070 COMPANY CODE: A PRES-GRADE: 04 PLT CODE: HQS3 TRNGRP: R-	
****** DATES ******** ** AERO DATA ***	
PILOT DES EFFECT DATE: MED EVAL EXPIRE DATE: INCUR OBL SERV DATE: INCUR OBL SERV CODE: FLIGHT STATUS: FLIGHT STATUS DATE:	OPFLY BASE DATE: OPFLY COMP DATE: OPFLY STRT DATE: OPFLY STOP DATE: DIFOP TOTAL: **** PRIOR OPFLY LAST DIFOP START: LAST DIFOP STOP: (b) (6)
****** GATE INFORMATION ***	
***** GATE 1 ****** PASS/FAIL CODE: EFFECTIVE DATE: 000000 ***** GATE 2 LOW ***** PASS/FAIL CODE: EFFECTIVE DATE: 000000	PASS/FAIL CODE:
************ CONTINUED	
PF1-HELP PF3-EXIT TO MAIN MENU PF7/PF8-SCROLL	BACK/FWD PF12-LOCAL PHINI

TO THE STATE OF TH

DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

ACTION MEMO

FOR: DEPUTY ASSISTANT SECRETARY OF THE NAVY (MILITARY MANPOWER AND PERSONNEL)

FROM: (b) (6) Director, Military Personnel and Analyses

SUBJECT: Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Major (b) (6)

- Recommend you sign TAB A(b) (5) Major (Maj) (b) (6) request for waiver of Operational Flight Gate One (12-year) flying requirements (TAB B). (b) (5)
- Authority to sign AvIP Waivers is outlined in Secretary of the Navy Instruction (SECNAVINST) 7220.88 "Aviation Incentive Pays and Bonus Program" dated February 6, 2018. (Note: Aviation Continuous Incentive Pay (ACIP) changed names to AvIP with this new instruction, and this package was originally submitted during the transition period between instructions).
- AvIP is a discretionary pay for those officers who meet certain operational flying duty requirements (TAB C).
 - Qualification for AvIP payment is determined by attaining minimum months of flying (MOF) requirements on specified flying service anniversaries (gates), typically at 12 and 18 years of service.
 - The AvIP waiver process exists so that aviation officers are not penalized for failing to meet flight gates due to fulfillment of Service critical non-flying billets which preclude attainment of the minimum MOF.
- SECNAVINST 7220.88 (TAB D) authorizes the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), for the needs of the Service, to waive AvIP flight gate requirements for aviators who are unable to meet flying gates due to reasons beyond their control.
- (b) (5) and has accumulated 95 of 96 required MOF.
 - These two SECNAVINST 7220.88-approved non-flying assignments contributed to a reduction of almost 49 MOF prior to operational flying gate failure.

- o While Maj (b) (6) failed to meet AvIP MOF Gate One requirements by ear of service (b) (6) as a currently in of receipt flying orders to Marine Aircraft Group 12.
- O AvIP gate waiver requests must be submitted within a 3-year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate. Submission is within the window.
- o The Deputy Commandant for Manpower and Reserve Affairs recommends (b) (5)

RECOMMENDATION: Sign TAB A.

COORDINATION: TAB E

ATTACHMENTS:

As stated

NT OF

DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

JUL 09 2018

From: Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

To: Deputy Commandant for Manpower and Reserve Affairs

SUBJECT: WAIVER OF AVIATION INCENTIVE PAY MONTHS OF OPERATIONAL FLYING REQUIREMENT

Ref:

(a) 37 U.S.C.

(b) DOD 7000.14-R, Financial Management Regulation, Volume 7A

(c) SECNAVINST 7220 (series)

1. Per references (a) through (c), I approve Major (b) (6) EDIPI: (b) (6) USMC, request of July 21, 2017, for an Operational Flight Gate One (12-year) Aviation Incentive Pay Months of Operational Flying waiver.

2. Point of contact is Commander (b) (6) Office of the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), at commercial (b) (6)

Juliet M. Beyler

Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

Copy to: Member File 2 Operations Code

G - INFORMATION

H - RETURN TO:

A - APPROPRIATE ACTION B - GUIDANCE

I - INITIAL

J - DISPOSITION

C - SIGNATURE D - COMMENT

K - DECISION

E - RECOMMENDATION

L - RETENTION O - OTHER

F - CONCURRENCE

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³ Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Major (b) (6), USMC

4 DCN: 2018-MRA_MM_MMOA_MMOA2-000000005

5 FILE PATH: S:\PTGN_M&RA\DASN(MMP)\MILITARY PERSONNEL AND ANALYSIS\ACIP_AvIP WAIVERS\AvIP Folders Post 7220 88\AvIP Maj (b) (6)

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		OLA					13 ACTION OFFICE CDR (b) (6)	ER: (Name, Grade, Office Code, Telepho , ODASN(MM&P), (b)	

SECNAV COORDINATION PAGE

SUBJECT: Waiver of Aviation Career Incentive Pay (ACIP) Flying
Requirements for Major(b) (6) EDIPI:

(b) (6) USMC

Office/Dept MMOA-2	Point of Contact/Title LtCol(b) (6) Avn LtCol Monitor	Phone (b) (6)	<u>Date</u> 9 Apr 18
MMOA	Col (b) (6) Branch Head		14 May 18
MM	(b) (6) Deputy Director		16 May 18
ММ	MGen Castellvi Director		16 May 18
M&RA	LtGen Rocco Deputy Commandant		17 May 18

HEADQUARTERS MARINE CORPS ROUTING SHEET (5211) 237-18 NAVMC HQ 335 (REV. 09-15)

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C-	C - SIGNATURE				INITIAL			Major(b) (6)	Officed Sta	ites Marine	
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HHH		SGTMAJMARCOR	SMMC					1. PURPOSE. To obtain DC M&RA(b	on the enclosed S	ECNAV	
IIIIII		DIR MC STAFF	DMCS	\vdash				ACTION MEMO requesting an Aviation Career Incentive Pay (ACIP) Operational Flying (OPFLY) Gate 1 Waiver for Major (b) (6)			
115745		DMCS EXEC ASST	EA					Operational Hyring (OFFET) Gate 1 W	aiver for iviajor		
		SECGENERAL STAFF	SGS					2. BACKGROUND ACIP is a monetary incentive governed under U.S.C. Title 37 Chap 5 and is paid to all qualified Naval Aviators on a Continuous (paid regardless of assignment) or Conditional (paid only during flight tours) basis. The accumulation of specified amounts of operational flight time by the 12 and 18 year career marks (flight gates) determines an officer's eligibility for Continuous or Conditional ACIP.			
10.0		EXEC EDITOR	EDITOR	H							
		COUNSEL FOR CMC	CL	H							
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-		DC I&L	1								
		DC PP&O	р	Н				Continuous of Continuous Profit			
-		DC AVN	A	-	-	-		Although encouraged to serve in critical non-flying support billets along with their ground counterparts, many aviators maintain reservations regarding these assignments as they reduce operational flight time with potentially negative financial consequences. IAW OPNAVINST 7220.18, the Secretary of the Navy may grant waivers in circumstances where an aviation officer has failed to meet a flight gate due to fulfilling critical non-flying billets.			
	-		B	Н	_						
_		DC P&R	7.1.	Н							
		DC CD&I & CG MCCDC	С								
\vdash		DIR INTEL	1	_							
		DIR C4	C4								
		SJA TO CMC	JA								
		LEGIS ASST	OLA	L				3. DISCUSSION, Major(b) (6) is cut	repthy perioned to the) (6)	
		DIR OUSMCC	OUSMCC					(b) (6) and has failed 12-year 10PFLY Gate 1 on (b) (6) SNO accumulated only 95 of the required 96			
		DIR AR	AR								
		INSPECTOR GENERAL	IG					months of operational flight time needs	ed to pass this milestone	and will no	
		DIR HEALTH SERV	HS					longer be eligible to receive Continuou	s ACIP without SECNAV	approval. SNO	
		CHAPLAIN	REL					has accumulated 0 additional months t	ollowing Gate 1 failur	e.	
		DIR SPL PROJ	SPD					To date Major(b) (6) has been ass	igned to the following po	ssible	
		DIR SAFETY	SD					waiverable tours:	ignostic una remaining por		
		DIR EXPED ENERGY	E20	_							
		OMFR	OMFR					a. (b) (6)			
		CDR, MCNCR	MCNCR				200				
		COMMARCORSYSCOM									
		CG MCRC	MCRC					These tours contributed to a reduction of 49 months of flying for Major (b) (6) prior to OPFLY gate failure. SNO missed light gate by 1 month. The			
		СО НОВИ НН	HQBN								
		CO MARBKS	MARBKS				1 62	These tours contributed to a reduction	of 49 months of flying for	Major(D) (6)	
DEPARTMENT					1	(5)	(b) (6	OPPLY gate failure. SNO	nissed selight gate by	i month, ine	
11	E/I	DC M&RA	MRA	(1	(),	(0) (0	/(D) (D)			
9	I/A	ADC M&RA EXECUTIVE ASST	MRA								
		SGTMAJ	MRA								
	4.0	STAFF ADMIN DIR	MRA								
8_	A/I	ADMIN CHIEF COUNSEL M&RA	MRA					(b) (5)			
2000		MIL PERS LAW M&RA	JAD								
1		PAO M&RA MM DIVISION	MRA								
7	EA	DIR, MM	MM					1			
6	EΛ	DEP DIR, MM	MM								
5	A/I	SGTMAJ, MM ADMIN, MM	MM								
4	A/I	BRANCH HEAD	MMOA								
3	A/I	AVIATION COLONEL	MMOA								
1/12	X/H	ADMIN MMOA-2	MMOA								
1112	1		- Innary					11 ACTION OFFICER INITION Crade Office Co	de Telephone number)	72 30 3	
1								(0) (0)			

(b) (5)



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

ACTION MEMO

FOR: SECRETARY OF THE NAVY	MAY 1 7 2018
THROUGH: Assistant Secretary of the Navy for Manpower and Reserve Affa	irs
FROM: Lieutenant General Michael A. Rocco, Deputy Commandant for Many Reserve Affairs	power and
Marine Corps Carolina Corps	ed States
• Tab A is Major (b) (6) request for an Aviation Career Incentive Pay (ACII of Flying (MOF) Gate 1 Waiver. Major (b) (6) was assigned to (b) (6) These tours contributed to a reduction of almost 49 months of flying for Ma (b) (6) prior to (Operational Flying (OPFLY) Gate failure.	
• Tab B is a chronological record of Major (b) (6) assignment history and a audit of operational flight time. Under the OPFLY gate system (Tab C), (b) (6) accumulated only 95 of the required 96 MOF during 12 years of a service. (b) (6) failed (12 year ACIP MOF Gate 1 on (b) (6) Major will accumulate 0 additional months following (Gate 1 failure. A waiver flight gate will permit (b) (6) to receive continuous ACIP through (18th year aviation service.	, Major viation b) (6) r of this
RECOMMENDATION: (b) (5), (b) (6) ApproveDisapprove	
COORDINATION: None.	
ATTACHMENTS: As stated	
Prepared by: Major(b) (6) MMOA-2(b) (6)	



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO 1

MRA

MAY 1 7 2018

From: Deputy Commandant for Manpower and Reserve Affairs

To: Major(b)(6)

Via: Commandant of the Marine Corps (MMOA-2)

Subj: AVIATION CAREER INCENTIVE PAY MONTHS OF FLYING WAIVER

Ref: (a) Your ltr 1331 LTR dtd 21 Jul 17

1. Per the reference, your request for a Flight Gate Waiver has been forwarded to the Secretary of the Navy for consideration.

I. A. ROCCO



UNITED STATES MARINE CORPS

MARINE AVIATION DETACHMENT 22:01 CEDAR POINT ROAD, BUILDING 102 NAVAL AIR STATION PATUXENT RIVER, MARYLAND 20670

> 1331 LTR 31 Jul 17

FIRST ENDORSEMENT on Major (b) (6)

USMC ltr

1331 dtd 21 July 2017

From: Commanding Officer, Marine Aviation Detachment

To: Secretary of the Navy

Via (1) Commandant of the Marine Corps (MMOA-2)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP)

MONTHS OF FLYING (MOF) REQUIREMENT

1. Forwarded, recommending b

S. R. GIRARD



UNITED STATES MARINE CORPS

MARINE AVIATION DETACHMENT 22401 CEDAR POINT ROAD, BUILDING 102 NAVAL AIR STATION PATUXENT RIVER, MARYLAND 20670-1186

> IN REPLY REFER TO: 1331 LTR 21 Jul 17

From: Major (b) (6)

USMC

To:

Secretary of the Navy

Via:

(1) Commanding Officer, Marine Aviation Detachment, Naval Air Station,

Patuxent River, Maryland

(2) Commandant of the Marine Corps (MMOA-2)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP) MONTHS OF FLYING (MOF) REQUIREMENT

Ref:

(a) OPNAVINST 7220.18

(b) SECNAVINST 7220.87

1. Per reference (a) and (b), I respectfully request a waiver of the months of flying requirement for the Gate 1 Low flight gate. The following career data is provided:

a. Aviation Commissioning Date (ACD):



- b. Aviation Service Entry Date (ASED)
- c. Total MOF performed: 95

d. Summary of tours under DIFOPS orders:



e. Summary of tours under DIFDEN orders:



- 2. I understand that a waiver, if granted:
- a. Will preserve my entitlement to continuous ACIP until I reach my next flight gate.
 - b. Does not add any MOF to my record.
- c. Does not relieve me from meeting the total MOF requirement of my next flight gate.

DATE OF AUDIT	3/28/2018 14:22		Date					San V 15V							95	7yr, 11mo
DATE (3/28/20		Gete	72			Peter Pi						56 State	430	MCTFS Total	Prior to Audit
OPFLY WAIVER	IE 1		#Mo Tot Gate				1,450								MCTF	Prior
VAHO	GATE 1		#Mo							2000 1400		1000			98	7yr, 11mo
GATE 2			Unit												MOF	YRS
GATE 1			End Date		500						The state				Current	Total
ASED		VICE DIFOR	Start Date				E-MAKE THE		11							150
		SER														
TINO		STATEMENT OF SERVICE DIFOR	Date						0.000							
BANK		S	Gate													
EDIPI			#Mo #Mo Tot	17	67	95										
4			#Mo									L				
LAST NAME, FIRST NAME, MIDDLE INITIAL			Unit					41								
WE, FIRST NAM			End Date	1			1									
LAST NA	(p) (q)	N. O. September	Start Date	1			1	5								

Source documents: Page 3 of OQR and applicable ACIP screens from MCTFS.

References: DoDFWR, VOL 7A, CHAPTER 22 and MCO P1000.6G, Chapter 1, Section 2 (ACTS Manual); MCTFSPRIUM, Chapter 9; MCO P1001R.1J, Par 2107 (MCRAMM), BUPERS

Rules of Engagement:

* Rule 1 - If the aviator has failed to pass a gate successfully or the aviation service is questionable forward Page 3 from the OQR to CMC (MMOA-2). Telephone: * Rule 2 - MISSO's will only report the TTC indicated in the Aviation Related Unit Diary Statements Table.

* Rule 3 - When determining ACIP entitlement for partial months use the following

If joined on the 15th of the month or earlier - credit for full month

If joined on the 16th of the month or later - no credit for that month If departed on the $15^{\rm th}$ or earlier - no credit for that month

• If departed on the 16th of the month or later - credit for full month * Rule 4 - Review the D140 screen in MCTFS to ensure appropriate aviation insignia

has been reported.

* Gate 1 - Accumulated 96 months or more OPFLY time within first 12 years aviation service. Current ACIP rules:

* Gate 2 Low - Accumulated 120 months, but less than 144 months, OPFLY time within first 18 years aviation service. * Gate 2 High - Accumulated 144 months or more OPFLY time within first 18 years aviation service.

HOMC (MMOA) RECOMMENDED ACTION:

MMOA-2 conducted an ACIP audit to verify SNO's OPFLY time. The audit determined that SNO's OPFLY time was correct in MCTFS which accounted for 95 months. The audit shows SNO did not have enough DIFOP time to reach Gate 1. Sulvmission window for ACIP gate waiver request is within a 3 year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate

TTC	ENGLISH DESCRIPTION	REFERENCE
457 000	OPFLY GATE ONE PASS ED	Para 90104.2
457 002	OPFLY GATE TWO PASS LOW ED_	Para 90104.2
457 003	OPFLY GATE TWO HIGH PASS ED	Para 90104.2
457 005	OFFLY GATE ONE WAIVED ED	Para 90104.5
457 006	OPFLY GATE TWO LOW WAIVED ED	Para 90104.5
457 007	OPFLY GATE TWO HIGH WAIVED	Para 90104.5
466 000	OPFLY ADD YRS _ MO	Para 90104.1c
466 001	OPFLY SUB YRS MO	Para 90104.2d
489 004	AUTH TO WEAR ED (See Below)	Para 5108
	NAP = Naval Aviator	
	NFO = Naval Flight Officer	
	ANI = Marine Aerial Navigator	
	AOI = Naval Aviation Observer	

Preparer: (b) (6)

TJBPACIP **** AVIATION CAREER INCENTIVE PAY **** 08/07/2017 ENTER CATG: SEQ NBR: 09:20:59 GMOA2A ENTER NEXT EDIPI: EDIPI: (b) (6) COMPANY CODE: B PRES-GRADE: 04 RUC: 06040 RECSTAT: 0 COMP CODE: 11 PLT CODE: P207 TRNGRP: R-RECSTAT: RCOMP CODE: ******* DATES ******* *** AERO DATA *** ****** OPFLY INFO ****** WAIVER CODE: OPFLY BASE DATE: AVI SVC ENTRY DATE: PILOT DES EFFECT DATE: WAIVER YEAR: 0000 OPFLY COMP DATE: MED EVAL EXPIRE DATE: MED EVAL AUTH: OPFLY STRT DATE: OPFLY STOP DATE: INCUR OBL SERV DATE: DESIGN CAT: DIFOP TOTAL: INCUR OBL SERV CODE: FLIGHT STATUS: **** PRIOR OPFLY DATES FLIGHT STATUS DATE: LAST DIFOP START: LAST DIFOP STOP: ****** GATE 1 ****** ***** GATE 2 LOW ***** ***** GATE 2 HIGH **** PASS/FAIL CODE: PASS/FAIL CODE: PASS/FAIL CODE: EFFECTIVE DATE: 000000 EFFECTIVE DATE: 000000 EFFECTIVE DATE: 000000/ ****** C O N T I N U E D **********

PF1-HELP PF3-EXIT TO MAIN MENU PF7/PF8-SCROLL BACK/FWD PF12-LOCAL PRINT

TO THE STATE OF TH

DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

ACTION MEMO

FOR: DEPUTY ASSISTANT SECRETARY OF THE NAVY (MILITARY MANPOWER AND PERSONNEL)

FROM: (b) (6) Director, Military Personnel and Analyses

SUBJECT: Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Major (b) (6) USMC

- Recommend you sign TAB A (b) (5) Major (Maj) (b) (6) request for waiver of Operational Flight Gate One (12-year) flying requirements (TAB B). (b) (5)
- Authority to sign AvIP Waivers is outlined in Secretary of the Navy Instruction (SECNAVINST) 7220.88 "Aviation Incentive Pays and Bonus Program" dated February 6, 2018. (Note: Aviation Continuous Incentive Pay (ACIP) changed names to AvIP with this new instruction, and this package was originally submitted during the transition period between instructions).
- AvIP is a discretionary pay for those officers who meet certain operational flying duty requirements (TAB C).
 - Qualification for AvIP payment is determined by attaining minimum months of flying (MOF) requirements on specified flying service anniversaries (gates), typically at 12 and 18 years of service.
 - The AvIP waiver process exists so that aviation officers are not penalized for failing to meet flight gates due to fulfillment of Service critical non-flying billets which preclude attainment of the minimum MOF.
- SECNAVINST 7220.88 (TAB D) authorizes the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), for the needs of the Service, to waive AvIP flight gate requirements for aviators who are unable to meet flying gates due to reasons beyond their control.
- (b) (6), (b) (5) and has accumulated 86 of 96 required MOF.
 - Only the one-flying billet is eligible for the MOF gate waiver in SECNAVINST 7220.88. These non-flying billets contributed to a reduction of almost 61 MOF prior to operational flying gate failure.

- o Maj (b) (6) failed to meet AvIP MOF Gate One requirements by service (b) (6) The Marine Corps fully intends to return to the cockpit at the completion of his current assignment a (b) (6)
- O AvIP gate waiver requests must be submitted within a 3-year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate. Submission is within the window.
- The Deputy Commandant for Manpower and Reserve Affairs recommends (b) (5)
 (TAB E).

RECOMMENDATION: Sign TAB A.

COORDINATION: TAB E

ATTACHMENTS:

As stated

Prepared by: CDR(b) (6), Office of DASN (MM&P), (b) (6)



DEPARTMENT OF THE NAVY

OFFICE OF THE ASSISTANT SECRETARY (MANPOWER AND RESERVE AFFAIRS) 1000 NAVY PENTAGON WASHINGTON DC 20350-1000

JUL 23 2018

From: Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

To: Deputy Commandant for Manpower and Reserve Affairs

SUBJECT: WAIVER OF AVIATION INCENTIVE PAY MONTHS OF OPERATIONAL FLYING REQUIREMENT

Ref:

(a) 37 U.S.C.

- (b) DOD 7000.14-R, Financial Management Regulation, Volume 7A
- (c) SECNAVINST 7220 (series)
- 1. Per references (a) through (c), I approve Major (b) (6) EDIPI: (b) (6) USMC, request of October 21, 2017, for an Operational Flight Gate One (12-year) Aviation Incentive Pay Months of Operational Flying waiver.

2. Point of contact is Commander (b) (6) Office of the Deputy Assistant Secretary of the Navy (Military Manpower and Personnel), at commercial (b) (6)

Russell W. Beland

Deputy Assistant Secretary of the Navy (Military Manpower and Personnel)

Copy to: Member File

SECNAV COORDINATION PAGE

SUBJECT: Waiver of Aviation Career Incentive Pay (ACIP) Flying Requirements for Major Eric S. Rogers EDIPI: 1237666875/7563 USMC

Office/Dept MMOA-2	Point of Contact/Title LtCol(b) (6) Avn LtCol Monitor	(b) (6)	<u>Date</u> 9 Apr 18
MMOA	Col(b) (6) Branch Head		16 May 18
MM	(b) (6) Deputy Director		16 May 18
MM -	MGen Castellvi Director		16 May 18
M&RA	LtGen Rocco Deputy Commandant		17 May 18
			1

HEADQUARTERS MARINE CORPS ROUTING SHEET (5211)
230-17 NAVMC HQ 335 (REV. 09-15)

			10.41				-		1 DATE: 9 April 2018					
	loc.		RATION CO	_				3 SUBJECT:	THE PROPERTY OF THE PARTY OF TH	52.0				
X -		NATOR OF OFFICE				RMATION								
	APPRO	OPRIATE ACTION				oom	WIVIOA-2	Aviation Career Incentive Pay	(ACIP) Waiver in th	ne Case of				
	GUIDA			1, -	14.1199.1	A.1		Major(b) (6) United States Marine						
222000	SIGNA			К-	DISP	OSITION		Corps	20	VAC 30 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -				
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F -	CONC	URRENCE		0 -	(OTF	ENTION IEB)								
		ROUTING - Use num		order c										
4	5	6 ADDRESSE	ES	100	7		NITIALS	9 NATURE OF	ORIGINATOR'S	DUE DATE				
RTG	CODE			IN.	OUT	CONCUR	NONCONCUR	ACTION REQUIRED	INITIALS	(if any)				
111111		COMMANDANT MILITARY SECY	CMC					ROUTINE	(b) (6)					
111111		ASST COMMANDANT	ACMC		-			URGENT 10 REMARKS AND SIGNATURE						
111111		MILITARY ASST	MILASST					ACCURATION NEWSFILM CONTROL						
111111		SGTMAJMARCOR	SMMC					1. <u>PURPOSE</u> . To obtain DC M&R. (b) MEMO requesting an Aviation Career (OPFLY) Gate 1 Waiver for Major (b)	on the enclosed SE	CNAV ACTION				
111111		DIR MC STAFF	DMCS					MEMO requesting an Aviation Career I	ocentive Pay (ACIP) Oper	ational Flying				
TIMIT	7		EA					(OPFLY) Gate 1 Waiver for Major(D)	(0)					
		DMCS EXEC ASST		_				2. BACKGROUND. ACIP is a moneta	ary incentive governed and	er U.S.C. Title				
100		SEC GENERAL STAFF	SGS					37 Chap 5 and is paid to all qualified N	aval Aviators on a Continu	ous (paid				
		EXEC EDITOR	EDITOR					regardless of assignment) or Condition	al (paid only during flight to	ours) basis. The				
		COUNSEL FOR CMC	CL					accumulation of specified amounts of o year career marks (light gates) determ	perational flight time by the	e 12 and 18				
		DC M&RA	M				3500	or Conditional ACIP.	intes at romoer's enginently t	or Commuous				
		DC I&L	L											
	_	DC PP&O	P					Although encouraged to serve in critical						
		DC AVN	A					ground counterparts, many aviators ma assignments as they reduce operations						
		DC P&R	A		1		1000	financial consequences.	a ingrit time with potentially	riegative				
		DC CD&I & CG MCCDC	С					The state of the s						
		DIR INTEL	1					IAW OPNAVINST 7220.18, the Secreta	ary of the Navy may grant	waivers in				
		DIR C4	C4			49		circumstances where an aviation office fulfilling critical non-flying billets. Joint	r has talled to meet a flight	gate due to				
		SJA TO CMC	JA				N_8972	attending any war college tour is specil	ically identified in this instr	uction as tours				
		LEGIS ASST	OLA	SEVEL!			7	which may serve as a basis for this wa	iver.					
		DIR OUSMCC	OUSMCC					2 DISCUSSION Mai-(b) (6):-		(6)				
92504	75/201-9	DIR AR	AR	and the same				3. DISCUSSION. Major(b) (6) is cu (b) (6) and has failed (b) (6) 12-	rently assigned to the (0)					
		INSPECTOR GENERAL	1G					SNO accumulated only 86 of the requir	ed 96 months of operation	al flight time				
	7.00	DIR HEALTH SERV	HS					needed to pass this milestone and will	no longer be eligible to rec	eive Continuous				
		CHAPLAIN	REL					ACIP without SECNAV approval, SNO followin (b) (6) Gate 1 failure.	has accumulated 0 addition	nal months				
		DIR SPL PROJ	SPD					Control Cont						
		DIR SAFETY	SD					To date Major(b) (6) has been assigned	gned to the following possi	ble waiverable				
		DIR EXPED ENERGY	E20					tour:	 Some D T About the real Cleaning D Asia of The State out the 					
		OMFR	OMFR				3030	a(b) (c)						
		CDR, MCNCR	MCNCR					*(b) (6)						
		COMMARCORSYSCOM	MCSC							((3) (2)				
		CG MCRC	MCRC					These tours contributed to a reduction prior to OPFLY gate failure. SNO n	of 24 months of flying for N	Major (D) (b)				
		CO HQBN HH	HQBN					phot to OFFET gate failure. SNOT	maseum might gate by 10	monus.				
		CO MARBKS	MARBKS											
		DEPARTMENT		Ch	16	6) (b) (5)	(b) (5						
11	EΛ	DC M&RA	MRA	I	1	0),	0)(2)							
10	A/I	ADC M&RA	MRA											
9	A/I	SGTMAJ	MRA											
		STAFF ADMIN DIR	MRA											
8	A/I	ADMIN CHIEF COUNSEL M&RA	MRA											
-		MIL PERS LAW M&RA	JAD											
		PAO M&RA	MRA											
7	E/I	MM DIVISION DIR. MM	MM	+				-						
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5	A/I	BRANCH HEAD	MMOA	+										
3_	A/I	AVIATION COLONEL	MMOA											
2	A/I	ADMIN	MMOA											
1/12	X/H	MMOA-2	MMOA	1				11 ACTION OFFICER (Name, Grade, Office)	Code Telephone number					
9								(b) (6)	лина, кенерлопе питоет)					

(b) (5)



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

ACTION MEMO

MAY 1 7 2018

FOR: SECRETARY OF THE NAVY
THROUGH: Assistant Secretary of the Navy for Manpower and Reserve Affairs
FROM: Lieutenant General Michael A. Rocco, Deputy Commandant for Manpower and Reserve Affairs SUBJECT: Aviation Career Inceptive Pay 12 Year Month of Flying Gate Waiver in the Case of Major (b) (6) EDIPI: (b) (6) United States Marine Corps
• Tab A is Major (b) (6) request for an Aviation Career Incentive Pay (ACIP) Month of Flying (MOF) Gate 1 Waiver. Major (b) (6) was assigned to (b) (6) This tour contributed to a reduction of almost 24 months of flying for Major (b) (6) prior to (b) (6) Operational Flying (OPFLY) Gate failure.
• Tab B is a chronological record of Major (b) (6) assignment history and a current audit of operational flight time. Under the OPFLY gate system (Tab C), Major (b) (6) accumulated only 86 of the required 96 MOF during 12 years of aviation service. (b) (6) failed (12 year ACIP MOF Gate Lon (b) (6) has accumulated 0 additional months following (Gate 1 failure. A waiver of this flight gate will permit (b) (6) to receive continuous ACIP through (6) (6) (6) (6) (6) (6) (6) (6) (6) (6)
RECOMMENDATION: (b) (6), (b) (5) ApproveDisapprove
COORDINATION: None.
ATTACHMENTS: As stated
Prepared by: Major (b) (6) MMOA-2, (b) (6)



DEPARTMENT OF THE NAVY HEADQUARTERS UNITED STATES MARINE CORPS 3280 RUSSELL ROAD QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO: 1000 MRA

MAY 1 7 2018

From: Deputy Commandant for Manpower and Reserve Affairs

To: Major (b) (6) USMC Via: Commandant of the Marine Corps (MMOA-2)

Subj: AVIATION CAREER INCENTIVE PAY MONTHS OF FLYING WAIVER

Ref: (a) Your ltr 7220 ESR dtd 21 Oct 17

1. Per the reference, your request for a Flight Gate Waiver has been forwarded to the Secretary of the Navy for consideration.

M A ROCCO



UNITED STATES MARINE CORPS

III MEF INFORMATION GROUP III MARINE EXPEDITIONARY FORCE, MARFORPAC UNIT 35607 FPO AP 96385-5607

5750 S1 5 Jan 2018

FIRST ENDORSEMENT on Major (b) (6) Itr 1331 dated 21 Oct 17

From: Commanding Officer, III MEF Information Group

To: Secretary of the Navy (M&RA)

Via: Commandant of the Marine Corps (MMOA2)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY MONTHS OF

FLYING REQUIREMENT

1. Forwarded, recommending (b) (5) Major (b) (6) is filling a critical non-flying billet while fulfilling service obligation in a subspecialty utilization tour following successful completion of (b) (6) and has accumulated over 72 months of operational flying.

2. Point of contact at this command is Major(b) (6) at DSN(b) (6)

(b)(6)

B. M. HOWLETT



UNITED STATES MARINE CORPS III MARINE EXPEDITIONARY FORCE UNIT 35601 FPO AP 96382-5601

7220 ESR 21 Oct 17

From: Major(b) (6)

To: Secretary of the Navy
Via: (1) Commanding Office

: (1) Commanding Officer, III Marine Expeditionary Force Information Group

(2) Headquarters United States Marine Corps (MMOA-2)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP)

MONTHS OF FLYING (MOF) REQUIREMENT

Ref: (a) SECNAVINST 7220.87

(b) OPNAVINST 7220.18

Encl: (1) Major(b) (6) Basic Information Record, Chronological Record

(2) Major Aviation Career Incentive Pay Information

1. Per reference (a) and (b), I respectfully request a waiver of the Months of Flying (MOF) requirement for the Gate 1 flight gate. The following career data are provided:

a. Aviation Commissioning Date (ACD):

(b) (6)

- b. Aviation Service Entry Date (ASED):
- c. Total MOF performed: 88

d. Summary of tours under DIFOPS orders:



e. Summary of tours under DIFDEN orders:

(1(b) (6)

Subj: REQUEST FOR WAIVER OF AVIATION CAREER INCENTIVE PAY (ACIP)



- 2. I understand that a waiver, if granted:
 - a. will preserve my entitlement to continuous ACIP until I reach my next flight gate;
 - b. does not add any MOF to my record;
 - c. does not relieve me from meeting the total MOF requirement of my next flight gate.

3. My defense switched network number is (b) (6) My email address is

						3									Ż	Aller S
DATE OF AUDIT	3/28/2018 15:26		Dete												88	7yr, 4mo
DATE	3/28/20		Gate												MCTFS Total	Prior to Audit
OPFLY WAIVER	Gate 1	Section in the second	#Mo Tot		13-75 131 131					0,000.00	300 M		10 10 10 10 10 10 10 10 10 10 10 10 10 1		MCTE	Prior 1
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GATE 2			Unit						200	700000		1000	0.00000		MOF	YRS
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HANK		S	Gate				300									
EDIPI			#Mo #Mo Tot	16	21	49	98									
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LAST NAME, FIRST NAME, MIDDLE INITIAL			Unit	1				1								
ME, FIRST NA	(9) (q)		End Date	1				/								
LAST NA			Start Date	,				/		1000	i an					

Page 3 of OQR and applicable ACIP screens from MCTFS. Source documents:

(ACTS Manual); MCTFSPRIUM, Chapter 9; MCO P1001R.1J, Par 2107 (MCRAMM), BUPERS CHAPTER 22 and MCO Pl000.6G, Chapter 1, Section 2 DODFMR, VOL 7A, INSTR. 7220.29A References:

Rules of Engagement:

* Rule 1 . If the aviator has failed to pass a gate successfully or the aviation service is questionable forward Page 3 from the OQR to CMC (MMOA-2). Telephone:

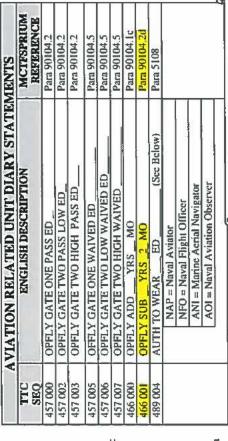
- * Rule 2 MISSO's will only report the TTC indicated in the Aviation Related Unit Diary Statements Table.
 - * Rule 3 When determining ACIP entitlement for partial months use the following
- If joined on the 16th of the month or later no credit for that month If joined on the 15th of the month or earlier - credit for full month
 - If departed on the 15th or earlier no credit for that month
- If departed on the 16th of the month or later credit for full month * Rule 4 Review the D140 screen in MCTFS to ensure appropriate aviation insignia
 - has been reported.

Current ACIP rules:

- * Gate 1 Accumulated 96 months or more OPFLY time within first 12 years aviation service. * Gate 2 Low Accumulated 120 months, but less than 144 months, OPFLY time within first 18 years aviation service. * Gate 2 High Accumulated 144 months or more OPFLY time within first 18 years aviation service.

HOMC (MMOA) RECOMMENDED ACTION:

MMOA-2 conducted an ACIP audit to verify SNO's OPFLY time. The audit determined that SNO's OPFLY time was incorrect in MCTFS which accounted for 88 months. The audit shows SNO did not have enough DIFOP time to reach Gate 1. MMOA-2 will subtract 2 months of OPFLY time to reflect the ACIP audit of 86 months. Submission window for ACIP gate waiver request is within a 3 year window, starting 1 year prior to the relevant flight gate and ending 2 years after the same flight gate.





TJBPACIP **** AVIATION CAREER INCENTIVE PAY **** 02/05/2018 12:37:33 GMOA2E ENTER NEXT EDIPI: ENTER CATG: ____ SEQ NBR: EDIPI (b) (6) RUC: 20381 COMPANY CODE: H PRES-GRADE: O4 RECSTAT: 0 COMP CODE: 11 PLT CODE: CEG3 TRNGRP: R-RECSTAT: RCOMP CODE: ******* DATES ******* ** AERO DATA *** ****** OPFLY INFO ****** WAIVER CODE: OPFLY BASE DATE: WAIVER YEAR: 0000 OPFLY COMP DATE: AVI SVC ENTRY DATE: PILOT DES EFFECT DATE: MED EVAL EXPIRE DATE: MED EVAL AUTH: OPFLY STRT DATE: INCUR OBL SERV DATE: DESIGN CAT: OPFLY STOP DATE: INCUR OBL SERV CODE: DIFOP TOTAL: FLIGHT STATUS: **** PRIOR OPFLY DATES *** FLIGHT STATUS DATE: LAST DIFOP START: LAST DIFOP STOP: ****** GATE 1 ***** **** GATE 2 LOW **** **** GATE 2 HIGH ****

PASS/FAIL CODE: EFFECTIVE DATE: 000000 PASS/FAIL CODE:

EFFECTIVE DATE: 000000 EFFECTIVE DATE: 000000

PASS/FAIL CODE:

PF1-HELP PF3-EXIT TO MAIN MENU PF7/PF8-SCROLL BACK/FWD PF12-LOCAL PRINT

1 Date: 16 July 2018

2 Operations Code

G - INFORMATION

H - RETURN TO:

A - APPROPRIATE ACTION B - GUIDANCE

I - INITIAL

C - SIGNATURE

J - DISPOSITION

D - COMMENT

K - DECISION L - RETENTION

E - RECOMMENDATION

O - OTHER

F - CONCURRENCE

:4:



³ Aviation Incentive Pay (AvIP) Flight Gate One (12-year) Waiver ICO Major (b) (6), USMC

4 DCN: 2018-MRA_MM_MMOA_MMOA2-000000006

5 FILE PATH: S.\PTGN_M&RA\DASN(MMP)\MILITARY PERSONNEL AND ANALYSIS\ACIP_AvIP WAIVERS\AvIP Folders Post 7220 88\AvIP Maj (b) (6)

_	T		9	DATE		ITIALS	11 NATURE OF		
6 RTG	7 OPR CODE	8 ADDRESSEES	IN	OUT	CONCUR	NON- CONCUR	ACTION REQUIRED	ORIGINATORS INITIALS	DUE DATE (If any)
		ASSISTANT SECNAV(M&RA) ASN(M&RA)				ROUTINE:	(6) (6)	31 July 2018
		PRINCIPAL DEPUTY PD							
		EXECUTIVE ASSISTANT EA					URGENT:		
		MILITARY ASSISTANT MA						•	
		ADMIN OFFICER AO					1		
		DIRECTOR D&I DIR-D&I					1		
2	F	SENIOR ADVISOR MIL LAW SAML		1					
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4	C	DEPUTY ASN (MM&P) DASN (MM&P)						: DASN (MM&P)	
3	F	STAFF DIR (MM&P) SD (MM&P)		-			(b)(5)	AvIP months of fly	ing waiver
1	F	DIRECTOR (MPA) DIR - MPA DIRECTOR (SAHA) DIR - SAHA					request.		
		DIRECTOR (MC&FP) DIR - MC&F	P				<u> </u>		
		DIRECTOR (R&T) DIR - R&T					BACKGRO	OUND: See Actio	n Memo
		DIRECTOR (SAO/DDR) DIR -SAO DIRECTOR (WWP) DIR -WWP	+		+		- Ditellor	Berib!	n ivienio.
		Baceron (wwi)					DISCUSSE	ON: See Action N	Iomo
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		ADMIN ASSISTANT (CHR) AA (CHR)					RECOMM	ENDATION: Sig	gn TAB A.
		OCHR					COOPPIN	LATION TABLE	
							COORDIN	TATION: TABE	
		DEPUTY ASN (RA/TFI) DASN (RA/TFI)	-			4		
		STAFF DIR (TFI) SD (TFI)							
		ADMIN ASSISTANT (RA/TFI) AA (RA/TFI)							
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		DIR, SECNAVCORB DIR-CORB							
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		ASN(EI&E)							
		ASN(FM&C)							
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		CNO					1		
		VCNO							
		DC M&RA			1 1		1		
		COMMANDER, MARFORRES					1		
		CHIEF OF NAVAL PERSSONNEL					1		
		CHIEF OF NAVY RESERVE							
		DIR MARINE CORPS STAFF					1		
		DIR NAVY STAFF			† †		1		
		SURGEON GENERAL OF THE NAVY							
		OLA					13 ACTION OFFICE CDR (b) (6)	ER: (Name, Grade, Office Code, Telepho, ODASN(MM&P),	